

OUT OF SERVICE

[illegible]

ARBOR WILLIAM CRAV

ON NOVEMBER 6, 1950

S.S. 529-14-8448

DATE	RATING	
8/6/56	1 FDH/1	
11-5-56	FDH/1	
7-12-58	FDH/1	
7-14-58	FDH/1	
6-12-61	FDH/1	
11-28-61	FDH/1	
12-11-61	FDH/1	
6-29-62	FDH/1	
4-6-62	FDH/1	
4-15-63	FDH/1	
4-14-65	Added & Sec. Chk. L. Teg	
5-24-65	Added FDH: BAJ	
4-11-66	Added & Sec. Chk. L. Teg	
11-6-62	Sec. Age. RPA	
8/6/56	FDH/1	
CS-10	ENTRANCE SALARY \$5000	
SALARY CHANGES		
DATE	GRADE	SALARY
7-31-55	GS-12	\$7570
1-27-57	GS-12	7785
2-9-58	GS-13	8990
1-12-58	GS-12	8570.
2-9-58	GS-13	9870.
8-9-59	GS-13	10,130.
7-10-60	GS-13	10,895
2-5-61	GS-13	11,155.
12-24-61	GS-14	\$12,210
10-14-62	GS-14	12,845
12-23-62	GS-14	13,270
5-12-63	GS-14	13,695
12-22-63	GS-14	14,200
1-5-64	GS-14	14,965
7/5/64	GS-14	15,640
5-9-65	GS-14	16,130
10-10-65	GS-14	16,712
12/19/65	GS-14	17,220
6/5/66	GS-15	18,825
7-3-66	GS-15	19,371
10-8-67	GS-15	20,243

7/14/68 GS-15 22,416.

FDt Jan 5 1972

EF

RATING

ON NOVEMBER 6, 1950

[illegible]

DATE	RATING	
Added 8-6-56	FDH:njc	
Security Review 8-6-56 H. Connors		
GS-10	ENTRANCE SALARY	\$5000
SALARY CHANGES		
DATE	GRADE	SALARY
11-11-51	GS-10	\$5125
11-8-51	GS-10	\$5625
11-8-51	GS-10	\$5750
11-9-52	GS-10	\$5750
2-15-53	GS-10	\$5875
4-12-53	GS-11	\$6140
10-10-54	GS-11	\$6340
3-13-55	GS-11	\$6820
7-31-55	GS-12	\$7570

UNITED STATES GOVERNMENT

Memorandum

TO : Mr. Callahan

DATE: 5-1-73

FROM : T. J. Feeney

SUBJECT: SA ARBOR W. GRAY
SAC - Security Division
New York Office
Veteran

Mr. Felt _____
Mr. Baker _____
Mr. Callahan _____
Mr. Cleveland _____
Mr. Conrad _____
Mr. Gebhardt _____
Mr. Jenkins _____
Mr. Marshall _____
Mr. Miller, E.S. _____
Mr. Soyars _____
Mr. Thompson _____
Mr. Walters _____
Tele. Room _____
Mr. Kinley _____
Mr. Armstrong _____
Mr. Bowers _____
Mr. Herington _____
Ms. Herwig _____
Mr. Mintz _____
Mrs. Neenan _____

PERMANENT BRIEF

Entered on Duty
Reported to Field
Present Grade and Salary
Last Salary Changes

11-6-50
12-27-50
GS-16, \$35,363
1-7-73 - Basic Increase and
Within-Grade Increase

Age
Place of Birth
Marital Status
Education
Language Ability
Offices of Preference since 2-62
1973 Annual Performance Rating
Firearms Ability
Outstanding Endorsers
Relatives in Bureau
Offices of Assignment:

50 - Born 7-7-1922
Pawtucket, Rhode Island
Married - 2 Children
Bachelor of Laws Degree
None
None
EXCELLENT
Qualified
None
None

12-27-50 assigned
2-27-51 hdqrs. fixed
10-7-51 reported
12-3-56 reported
2-4-73 reported as SAC
Security Division

Knoxville
Chattanooga, Tennessee
New York
Domestic Intelligence Division
New York

LLD:gpt (1)



ARBOR W. GRAY
7-72

This employee entered on duty 11-6-50 as a Special Agent at \$5000 per annum in GS-10. At the conclusion of his training period Mr. Clegg said he was somewhat quiet and soft-spoken. He made a very satisfactory personal appearance. He was a good conversationalist, used good English and was completely at ease during conversations. He had a nice approach and would probably experience no difficulty making the necessary Bureau contacts. He was above-average in classwork and his attitude was excellent. He should progress in the Bureau in a most satisfactory manner.

On 12-27-50 he was assigned to the Knoxville Office.

On 2-27-51 his headquarters were fixed at Chattanooga, Tennessee.

On 3-31-51 SAC Robey rated him SATISFACTORY and said he had had experience working on general criminal, some security, and some applicant cases. He had developed a number of American Legion Contacts and Confidential Plant Informants. He was a diligent worker, turned out a good volume of work which had required minimum supervision, and had indicated he was above average for a new agent. His paper work required little supervision. He was rated very good in dictation ability. He was rated very good in moot court. He was rated within the middle brackets. He was available for special and general assignment.

On 7-8-51 he received a Basic Increase to \$5500 per annum in GS-10.

On 10-7-51 he was transferred to the New York Office. On his transfer report SAC Soucy rated him SATISFACTORY and said he had continued to satisfactorily handle the various types of firearms and was qualified to participate in raids, arrests and dangerous assignments under proper supervision. He had displayed a definite interest and enthusiasm toward security type work and possessed a well above average aptitude for handling them. It was believed he was off to a better than average start and if he continued to progress, he would within a limited length of time develop into a better than average agent.

On 11-11-51 he received a Uniform Promotion to \$5625 per annum in GS-10.

On 3-31-52 SAC Scheidt rated him SATISFACTORY and said he was rated as a very good dictator. It was believed he was capable of handling the more complicated investigative matters. His physical condition was such which would permit him to perform duties involving arduous physical exertion. His firearms scores were rated very good. He was a very hard and enthusiastic worker, was the plugger type and was always available for extra assignments. It was felt he was above average compared with other agents with his length of service. He used very good judgment and had required minimum supervision. His paper work was of a high caliber and he was making very good progress in the Bureau. He was available for special and general assignments.

His daily average overtime for March, 1952 was 1 hour 45 minutes, and for

August, 1952 was 2 hours 6 minutes.

On 11-9-52 he received a Uniform Promotion to \$5750 per annum in GS-10.

On 2-15-53 he received a MERITORIOUS INCREASE to \$5875 per annum in GS-10 for his outstanding work performance in connection with the trial and prosecution of the Communist Party functionaries in New York who were convicted under the Smith Act on 1-21-53. His handling of the important Government witness, John Lautner, and of the case involving Arnold Johnson was particularly outstanding. Further, he was of great assistance to the United States Attorney throughout the trial and the office work performed by him was of particular value.

On 3-31-53 SAC Boardman rated him SATISFACTORY and said his dictation was rated as excellent and he had handled several complicated investigative matters in a most efficient fashion. He was above the average as to initiative, resourcefulness, force and aggressiveness. He had used above average judgment in the handling of investigative matters and he had been a very hard worker. He was loyal and very enthusiastic and it was believed that he had made above average progress.

On 4-12-53 he was reallocated to Grade GS-11, \$6140 per annum.

He attended Security School held at the Seat of Government from 4-20 to 4-30-53.

His daily average overtime for April, 1953 was 1 hour 43 minutes; with no travel overtime.

Memorandum dated 3-8-54 reflected that his service could be utilized as a Relief Supervisor.

On 3-31-54 SAC Kelly rated him SATISFACTORY and said he had shown himself outstanding in attitude, was thoroughly dependable, exercised extremely good judgment and common sense, displayed initiative and good planning ability in the handling of his cases and was well above the average agent in his class. He was rated as an excellent dictator and he was qualified to go on raids and dangerous assignments.

On 4-9-54 his SAC submitted his name in connection with the Bureau's Advancement Program and said that while it was felt that he would need a little more training in a supervisory capacity to qualify for assignment as an ASAC, it was believed that he was at present worthy of consideration for advancement in the Bureau's service, whether at the Bureau or in the field and should be considered for assignment of additional supervisory responsibilities.

On 10-10-54 he received a uniform promotion to \$6340 per annum in GS-11.

His daily average overtime for February, 1955 was 2 hours 24 minutes.

On 3-13-55 he received a Basic Salary Increase to \$6820 per annum in GS-11.

On 3-31-55 SAC Kelly rated him SATISFACTORY and said he had been assigned the Communist Party, USA Brief to Establish Illegal Status investigation and had handled John Lautner and CSNY 42-S, whose identity was known to the Bureau. He was the only agent approved by the Bureau to conduct interviews with this source. As a direct result of his handling of this assignment, together with a natural aptitude for this work, he had become thoroughly conversant with Marxism and the background and inner workings of the Communist Party. He had become one of the best-informed agents of the Bureau in this phase of work. His work required less than average supervision. He had demonstrated outstandingly his ability to contact different types of people. He had a high degree of tact and was fully cognizant of his responsibilities. He was instrumental in the development of a confidential informant who was approved by the Bureau. In a separate communication his SAC stated that his work had been of excellent calibre and he showed ability to handle complicated and involved investigations. He had demonstrated an aptitude for supervisory ability and was interested in advancement in the Bureau's services. It was recommended that he be reallocated to Grade GS-12.

His daily average overtime for March, 1955 was 2 hours 41 minutes.

By memorandum dated 4-11-55 he was considered for reallocation to GS-12 but was passed over to be reconsidered at a later date inasmuch as he had been in GS-11 only since 4-12-53. Comments of his SAC indicate that his performance during this period had been quite satisfactory. However, it was not felt that his services have been sufficiently above average to warrant accelerated consideration at this time.

On 4-15-55 his SAC submitted his name in connection with the Bureau's Advancement Program and said he had demonstrated a very good knowledge of Bureau procedure and an ability to handle personnel. He had progressed satisfactorily as a Relief Supervisor and had demonstrated an aptitude for supervisory ability. It was felt that he was qualified for advancement in the Bureau's service either at the Bureau or in the field.

During an inspection of the New York Office in April, 1955 Inspector Brown (interviewed by SA John T. McCarrier, Aide) stated SA Gray appeared to possess a very good potential for advancement, he was resourceful and had initiative, and he had a thorough knowledge of security work. He was available for general and special assignment, he was interested in advancement along administrative lines and he was considered capable of functioning in a supervisory capacity. It was recommended he be considered for assignment as a Supervisor at the Bureau or in the field.

His daily average overtime for April, 1955 was 2 hours 53 minutes.

He attended Security In-Service training from 5-23 through 6-2-55.

His daily average overtime for May, 1955 was 2 hours 45 minutes.

On 6-8-55 the SAC was advised this Agent had been trained as an Inspector's Aide and was qualified to assist Inspectors on regular inspections.

His daily average overtime for June, 1955 was 2 hours 51 minutes.

On 7-19-55 SAC Kelly rated him SATISFACTORY and said he continued to handle the Communist Party Brief to Establish Illegal Status investigation and his performance had been outstanding. He had a natural aptitude for this kind of work and he had become thoroughly familiar with Marxism and the background and inner workings of the Communist Party. His work required very little supervision, and he was in the SAC's opinion one of the best-informed agents in this phase of work in the Bureau. He continued to serve in a liaison capacity with the U. S. Attorney's Office in connection with various hearings involving Smith Act subjects. He had a high degree of intelligence, and had outstanding judgment and common sense; he had a high degree of tact and had diplomatically handled situations which had prevented embarrassment to the Bureau. He was interested in advancement and he had progressed satisfactorily as a supervisor and the SAC believed he was capable of handling a full-time supervisory position either at the Seat of Government or in the field.

In a separate communication the SAC recommended he be reallocated to GS-12.

On 7-31-55 he received a Reallocation to Grade GS-12, \$7570.

His daily average overtime for July, 1955 was 2 hours 30 minutes; for August, 2 hours 25 minutes; for September, 2 hours 41 minutes; for October, 2 hours 3 minutes; for November, 2 hours 32 minutes; for December, 2 hours 16 minutes; for January, 1956, 2 hours 22 minutes; for February, 3 hours 10 minutes.

On 3-31-56 SAC Kelly rated him SATISFACTORY and said he had an ingratiating personality, he was very diplomatic and tactful and was thoroughly capable of handling delicate contacts with individuals outside the Bureau in an outstanding fashion. He had demonstrated an outstanding ability to handle matters of a highly complex nature, he was qualified to participate in raids and dangerous assignments and his firearms scores were above average. He was qualified for arduous

duties. He had been COMMENDED, through the SAC, on 9-28-55 for his contribution to the exemplary manner in which the apprehension of Max Morris Weiss-Fugitive was handled. He handled the case of the Communist Party, USA - Brief to Establish Illegal Status of the Communist Party - the control file through which prosecution of all Communist Party matters was handled. He had been approved by the Bureau to sit at the Government counsel table with the Assistant U. S. Attorneys and Departmental Attorneys handling the prosecution of Trachtenberg which was scheduled to come to trial 4-9-56. He was also the only agent approved to conduct interviews with Bella Dodd, a source of information. He had used 203 hours of sick leave due to attacks of hay fever and from suffering complete physical exhaustion. He had not developed any security informants due to his type of work and he was qualified as a witness. As a relief supervisor he had performed his duties satisfactorily. He was interested in advancement and was available for general and special assignment. The SAC felt he was capable of handling a full-time supervisory position either at the Seat of Government or in the field. He had demonstrated an outstanding knowledge of Bureau procedures and had an aptitude for handling personnel.

His daily average overtime for March, 1956 was 1 hour 29 minutes; for April, 2 hours 47 minutes; for May, 2 hours 33 minutes; for June, 2 hours 4 minutes. His daily average overtime for July was 2 hours 3 minutes.

By letter dated 8-22-56 he was advised he was approved for a CASH AWARD in the amount of \$250.00 in view of his exceptional performance relative to the recent trial of Communist functionaries. His comprehensive knowledge of the background of this matter was of major value to the preparation of the trial and the success achieved.

His daily average overtime for August, 1956 was 2 hours 9 minutes, and September was 1 hour 47 minutes. His daily average overtime for October, was 1 hour 33 minutes.

By memorandum dated 11-1-56 Mr. Sullivan recommended and it was approved that SA Gray be transferred to the Domestic Intelligence Division to fill an existing vacancy. SA Gray had previously been recommended for consideration as a Supervisor in the Central Research Section in a memorandum from W. C. Sullivan to Mr. Belmont dated 5-18-56. SA Gray had an excellent background in communism. He not only had a practical working knowledge of the subject but was also a careful student in that field. On his last efficiency report, it was pointed out that Mr. Gray had demonstrated outstanding ability to handle matters of a highly complex nature. He

had had experience as a relief supervisor in the New York Office. It was noted that he was a studious person and, therefore, should with experience and instruction, develop talent for research and writing.

On 11-30-56 SAC Kelly rated him SATISFACTORY and said during the rating period he had been assigned cases involving Smith Act prosecutions. In this connection he had maintained excellent liaison with the United States Attorneys Office. He had demonstrated an outstanding ability to handle matters of a highly complex nature. He was qualified to participate in raids and dangerous assignments. He was also qualified to perform arduous duties. This agent was considered to have outstanding prospects in advancing in the Bureau's services. He had handled every assignment given to him in a considerably above average manner. He was the type of agent who could be given an assignment with a knowledge that the assignment would be handled in the best traditions of the Bureau. His SAC had been particularly impressed with the caliber of this agent's work and truly felt that during the rating period he had performed in an enviable fashion. The Bureau by letter dated 4-10-56, to the SAC in Cleveland commented on the painstaking and diligent efforts of the agents who prepared prosecutive type reports in connection with a Smith Act trial in Cleveland. Among the agents responsible was SA Gray. By letter dated 8-3-56, to the Director from Acting U. S. Attorney Thomas B. Gilchrist, Jr., SA Gray was highly commended in connection with the work he performed in a liaison capacity involving the above-mentioned prosecution. He was an Inspector's Aide; however, he had not been utilized during the rating period. He was an approved relief supervisor and in that capacity had on several occasions acted as a supervisor in the absence of the regular supervisor. In those instances, he had demonstrated above average supervisory ability and handled those assignments in every instance in an excellent fashion. He was well qualified at this time to handle supervisory duties at the Seat of Government. He was available for general or special assignment.

His daily average overtime for November was 1 hour 28 minutes.

On 12-3-56 he was transferred to the Domestic Intelligence Division and was assigned supervisory duties in the Central Research Section.

His daily average overtime for December was 2 hours 9 minutes.

On 1-27-57 he received a Uniform Promotion to \$7785 per annum in Grade GS-12.

His daily average overtime for January, 1957, was 3 hours.

On 2-4-57 Mr. Sullivan rated him EXCELLENT and said SA Gray entered the Central Research Section of the Domestic Intelligence Division on 12-3-56, with considerable background in the field of communism. Therefore, he had been able to make a better than average adjustment to the field of research and writing on communism. He was a serious, mature, and capable employee

He had exhibited keen interest in his work and had displayed steadfast industry, enthusiasm, and loyalty. He manifested good judgment and also had made it evident that he had the ability to get along pleasantly with his associates. He was presently doing very satisfactory work, and with greater experience in this Section, should develop into an outstanding Supervisor. He was available for general or special assignment.

His daily average overtime for February was 2 hours 46 minutes.

On 3-31-57 Mr. Sullivan rated him EXCELLENT and said he was relatively new to the Central Research Section, arriving from New York on 12-3-56. However, he comes to the position of research and writing in the field of communism highly qualified. Therefore, he had been able to make a far better than average adjustment to the responsibilities of a Supervisor in this Section. He was a serious, perceptive, and academic-minded person of superior intelligence. The work he had done to date demonstrated that he was a highly capable, conscientious, and loyal employee of this Bureau. He had the capacity to handle complicated investigative matters and to participate in raids and dangerous assignments. ^{work} The/which he had done since entering this Section in December, 1956, showed the mark of a man who understood research, was penetrating in his analyses, had sound judgment, and was able to produce more than the average amount of research and writing. He was careful, thorough, and accurate. With more experience as a Supervisor in research, he gave promise of becoming outstanding in this particular field. He was an Inspector's Aide but had not been assigned to this type work. SA Gray, in view of his sound judgment, industry, methodical procedures, and attention to details, as well as his ability to get along with people, would definitely have potentiality for advancement. He was interested in administrative advancement and was available to take any assignment which the Bureau would care to give him. He was not being recommended for administrative advancement at this time because of his inadequate experience as a supervisor.

His daily average overtime for March was 2 hours 48 minutes; April, 2 hours 19 minutes; May, 2 hours 20 minutes.

By letter dated 6-4-57 he was CENSURED for an error that appeared in a monograph on "The Communist Party and Social Reform" which was prepared by him in the recent past and intended for dissemination outside the Bureau. Even though the error was detected before the monograph was disseminated, it was his responsibility to make certain that this communication was free from error and he did not do this.

His daily average overtime for June was 2 hours 29 minutes; July, 2 hours 14 minutes; August, 2 hours 11 minutes; September, 2 hours 12 minutes; October, 2 hours 11 minutes; November, 2 hours 28 minutes.

By memorandum dated 12-3-57 he was considered for promotion to Grade GS-13; however, he was passed over for promotion to be reconsidered at a later date.

His daily average overtime for December was 2 hours 50 minutes.

On 1-12-58 he received a Basic Increase to \$8570 per annum in Grade GS-12.

His daily average overtime for January, 1958, was 2 hours 40 minutes.

By letter dated 2-6-58 he was COMMENDED for his exemplary work in the Central Research Section of the Bureau in the preparation of certain memoranda pertaining to security and criminal matters and the preparation of specialized documents.

By memorandum dated 2-7-58, it was recommended and approved that he be promoted to Grade GS-13. On 2-9-58 he was promoted to \$9890 per annum in Grade GS-13.

By memorandum dated 2-19-58 he was COMMENDED for reporting for work on 2-18-58, notwithstanding the extremely hazardous travel conditions as a result of a snow storm.

His daily average overtime for February was 2 hours 23 minutes.

On 3-31-58 Mr. Sullivan rated him EXCELLENT and said since his arrival to the Central Research Section he had developed rapidly into a highly valuable employee. He was a natural analytical student with very superior ability in the field of research and writing. He was accurate, thorough, precise, and penetrating in his work. He was imaginative and able to see beyond the immediate facts and grasp the implications present. He was very adept in evaluating and correlating his research findings. He was presently assigned to the highly important Crimdel program being handled by the Current Research Unit of this Section. This was a new research field and he had repeatedly demonstrated his ability to quickly grasp the essentials of a new complex problem and to make the proper adjustment. He had demonstrated his ability to direct personnel and to draw forth from them the maximum amount of work. He was fully capable of handling complicated investigative matters and to participate in raids and dangerous assignments. He produced an above average volume of work and in so doing avoided routine procedures and matter-of-fact handling of assignments. He did not have any physical or availability limitations which would in any way interfere with his work performance. It was noted that he also showed promise as a lecturer. He was qualified as an Inspector's Aide but had not been assigned to this type of work. SA Gray, in view of his superior capabilities, sound judgement, industry, personality, systematic procedures and attention to details, quite definitely had potential for administrative advancement. He was interested in administrative advancement and was available to take any assignment which the Bureau wished to give him. He was not being recommended for administrative advancement at this time because it was believed that in his best interest and the best interest of the Bureau, he should receive more experience as a supervisor at the Seat of Government.

His daily average overtime for March was 2 hours 39 minutes; April, 2 hours 31 minutes; May, 2 hours 43 minutes; June, 3 hours 49 minutes; July, 2 hours 40 minutes; August, 3 hours 23 minutes; and September, 2 hours 50 minutes.

On 10-2-58 Mr. Holloman interviewed him in connection with administrative advancement and it was recommended and approved that he be considered for administrative advancement in the Bureau. He made an excellent personal appearance, was an excellent conversationalist, and he impressed Mr. Holloman greatly with his sincerity and enthusiasm and it was believed he was definitely above average in intelligence. He was very much interested in administrative advancement and would like to advance as far as possible in the Bureau commensurate with his ability and would like very much the opportunity of serving as an SAC and felt he had the ability to serve as an ASAC. Mr. Holloman believed that he very definitely had potentialities for further advancement.

His daily average overtime for October was 2 hours 57 minutes.

By letter dated 11-13-58 he was COMMEDED for his very capable services in connection with the preparation of a special brief concerning internal security matters.

His daily average overtime for November was 2 hours 12 minutes; December, 4 hours 31 minutes.

By letter dated 1-27-59 he was COMMEDED through W. C. Sullivan for his capable assistance in the analysis of the article which appeared in "The Nation."

His daily average overtime for January, 1959, was 5 hours 41 minutes; February, 2 hours 5 minutes; March, 2¹/₂ hours.

Memorandum dated 3-4-59 from Mr. W. C. Sullivan reflected that SA Gray participated with him in the Conference of National Organizations held at Atlantic City, New Jersey. SA Gray conducted himself in a very capable and learned manner and was a distinct asset to the Bureau at this Conference.

On 3-5-59 Mr. Clayton interviewed him regarding some very unfavorable remarks concerning his action at the Conference of National Organizations in Atlantic City and that his actions had been described as similar to those of a shyster lawyer. He was at loss to understand why the remarks had been made. Mr. Clayton advised that he had an excellent personality, was very intelligent and had an excellent knowledge of the subject matter that he presented to the Conference. Based upon the interview, Mr. Clayton was unable to determine any reason why we received such unfavorable comments concerning his actions.

By letter dated 3-24-59 he was COMMEDED through Mr. Sullivan for the fine work he did in connection with a special project for the Director's use.

On 3-31-59 Mr. W. C. Sullivan rated him EXCELLENT and added that he was one of the most valuable men in the Central Research Section and was a distinct asset to the Bureau in every respect. His work was done with precision, accuracy and imagination. He had done excellent work as a researcher, writer and lecturer. He assumed the responsibilities of unit chief when there was an absence. He show talent as an administrator and had an understanding of how to effectively direct personnel. He was interested in and available for administrative advancement.

His daily average overtime for April, 1959, 3' 41"; May, 1' 46"; June, 1' 57".

By letter dated 6-23-59 he was COMMENDED for his contributions to the preparation of certain material for the Director's use on 6-16-59.

He attended Security In-Service training from 6-29 through 7-10-59.

His daily average overtime for July, 1959, 2' 20"; August, 2' 16".

On 8-9-59 he received a uniform promotion to \$10,130 per annum in GS-13.

Memorandum dated 9-17-59 reflected that he participated in the preparation of a brief the Director used in conference with the President. He had contributed a great deal to this project.

His daily average overtime for September, 1959, 3' 31"; October, 2' 24".

By letter dated 10-28-59 he was COMMENDED for the excellent work he did in connection with the preparation of an article relating to matters of interest to the Bureau in the security field.

His daily average overtime for November, 1959, 2' 5"; December, 2' 4"; January, 1960, 2' 15"; February, 2' 1".

By letter dated 2-12-60 he was COMMENDED for the excellent work he did in connection with the preparation of an article on Communism furnished to the Operations Coordinating Board.

On 3-31-60 Mr. W. C. Sullivan rated him EXCELLENT and added that he was a very talented, versatile and capable man. He had done some outstanding work during the rating period and he is a very fine lecturer. His volume of work was far above average, and similarly the quality of work done by him was uniformly very superior. He was interested in, available for and had outstanding qualifications for administrative advancement.

His daily average overtime for March, 1960, 3' 22"; April, 2' 16".

By letter dated 4-13-60 he was COMMENDED through Mr. Sullivan for his

participation regarding a brief dated March, 1960, entitled "Communist Infiltration of the Press."

His daily average overtime for May, 1960, 2' 15"; June, 2' 17"; July, 2' 21".

On 7-10-60 he received a basic increase to \$10,895 per annum in GS-13.

His daily average overtime for August, 1960, 2' 19"; September, 2' 39".

By letter dated 9-2-60 he was COMMENDED for his splendid performance at the briefing held on 8-21-60, for the directors of the Freedoms Foundation at Valley Forge.

His daily average overtime for October, 1960, 3' 31"; November, 2' 38".

On 11-6-60 he received the Bureau's Ten-Year Service Award Key.

By letter dated 12-12-60 he was COMMENDED for reporting for duty on that date despite the extremely hazardous travel conditions.

His daily average overtime for December, 2' 7"; January, 1961, 2' 19".

On 1-5-61 he was approved as a fully qualified tour leader.

On 2-5-61 he received a uniform promotion to \$11,155 per annum in GS-13.

His daily average overtime for February, 1961, was 3 hours 57 minutes.

Memorandum dated 3-20-61 reflected that he assisted Inspector R. K. Moore in the inspection of the Crime Records Division from 2-21 through 3-9-61. His assignments included various inquiries pertaining to the Crime Research Section of a substantive, administrative and personnel nature. This was his first assignment. He was a definite asset to the inspection team. He was available for general and special assignment and was interested in and available for administrative advancement. His potential for advancement were very good.

On 3-31-61 W. C. Sullivan rated him EXCELLENT and stated he carried out his current research and writing assignments in the field of communism with a superior competency. He had real promise as an administrator and had received experience acting for the chief of the Current Research Unit. He was fully capable of handling the most complex investigative matters and participating effectively in raids and dangerous assignments. He was completely available. He was interested in, completely available for and considered completely qualified for administrative advancement. His qualifications in this regard were considered Outstanding.

His daily average overtime for March, 1961, was 2 hours 13 minutes; April, 2 hours 19 minutes; May, 2 hours 10 minutes.

Memorandum dated 6-2-61, recommended that he be approved to fill the position of Supervisor in Charge, Current Research Unit, Central Research Section. This was approved.

Memorandum dated 6-22-61, reflected he was approved to classify material in the Central Research Section.

His daily average overtime for June, 1961, was 2 hours 36 minutes; July, 3 hours 11 minutes; August, 2 hours 59 minutes; September, 2 hours 47 minutes; October, 3 hours 4 minutes.

On 11-27-61, Mr. Smith recommended him for promotion to Grade GS-14. Mr. Belmont and Mr. W. C. Sullivan concurred.

On 11-29-61 SA Gray was interviewed by the Screening Committee (Hyde and Tavel) which concluded that he was one of the better prospects interviewed for administrative advancement and he was completely available and had no personal problems. He made an excellent appearance, was very mature, intelligent, stable, alert and aggressive.

His daily average overtime for November, 1961, was 2 hours 42 minutes.

On 12-24-61, he was promoted to \$12,210 per annum in Grade GS-14.

His daily average overtime for December, 1961, was 3 hours 44 minutes; January, 1962, 2 hours 51 minutes; February, 2 hours 46 minutes.

On 3-31-62, Mr. Smith rated him EXCELLENT and reported he presented a superior personality and personal appearance which contributed much to the effectiveness of his work contacts. He had performed his duties in a superior manner, was an industrious, productive and an effective worker who carried his share of the work load. He had performed assigned research and writing duties in the field of communism with a high degree of intelligence, perception, imagination, and precision. In addition, he also carried out a number of speech assignments relating to the field of communism and his speeches had been very well received. He had served as Supervisor In Charge, Current Research Unit, Central Research Section and had effectively substituted on the desk of the #1 Man. In connection with these duties he had demonstrated administrative ability and a capacity for understanding, organizing and directing personnel. He was fully capable of effectively participating in raids and dangerous assignments and in handling the most complex investigative matters. He was available for general or special assignment and was interested in,

available for, and had outstanding qualifications for administrative advancement.

His daily average overtime for March, 1962, was 2 hours 41 minutes; April, 2 hours 31 minutes; May, 2 hours 11 minutes; June, 5 hours 28 minutes.

By letter dated 7-2-62, he was COMMENDED for his services in connection with the preparation of a document pertaining to communism.
(RE: "A Study of Communism, Textbook by the Director.)

His daily average overtime for July, 1962, was 2 hours 22 minutes; August, 2 hours 20 minutes; September, 2 hours 7 minutes.

By letter dated 9-7-62 he received a CASH AWARD in the amount of \$300.00 in recognition of the exceptional fashion in which he had discharged his responsibilities in the Central Research Section for an extended period of time. By letter of 9-12-62 he expressed appreciation to the Director for the incentive award.

On 10-14-62 he received a Basic Increase to \$12,845 per annum in GS-14.

His daily average overtime for October, 3 hours 36 minutes; November, 2 hours 15 minutes.

By letter dated 11-5-62 he was COMMENDED for the fine manner in which he spoke on the subject of communism at a meeting of the Texas Association of School Administrators in Austin, Texas.

On 12-23-62 he received a Within-Grade Increase to \$13,270 per annum in GS-14.

His daily average overtime for December, 2 hours 16 minutes; January, 1963, 2 hours 22 minutes; February, 2 hours 54 minutes; March, 2 hours 43 minutes.

On 3-31-63 Mr. Smith rated him EXCELLENT and stated he was assigned duties of research, writing, and speaking primarily in the field of communism. He had a broad knowledge of the theory and practice of communism as well as the security and intelligence fields generally. He worked effectively under pressure and was an industrious, accurate, and productive worker who enthusiastically carried his share of the work load. In his day-to-day duties, he exhibited a superior facility for planning and combined an ever present initiative with resourceful ideas, sound judgment, and planning to achieve outstanding results. He had also served very effectively in administrative assignments as Supervisor in Charge of the Current Research Unit and as a substitute on the desk of

of the Section Number #1 Man. In connection with these assignments, he had demonstrated enthusiasm, imagination and a superior capacity for understanding, organizing, and directing personnel. He was fully capable of effectively participating in raids and dangerous assignments. He also had the ability to handle the most complicated investigative matters. He was interested in, available for and considered to possess outstanding qualifications for administrative advancement. In a separate memorandum he was recommended for a Quality Within-Grade Increase. Mr. Sullivan and Mr. Belmont agreed.

His daily average overtime for April, 1963, was 2 hours 10 minutes.

By letter dated 5-7-63, he received a QUALITY WITHIN-GRADE INCREASE from \$13,270 per annum to \$13,695 per annum in Grade GS-14, effective 5-12-63, in recognition of his sustained above-average performance during the past year. He expressed appreciation for this increase by letter to the Director dated 5-9-63.

His daily average overtime for May, 1963, was 2 hours 29 minutes; June, 2 hours 42 minutes; July, 2 hours 31 minutes; August, 2 hours 10 minutes.

By letter dated 9-11-63, APPRECIATION was expressed to him for his suggestion that damaged copies of the Director's book, "A Study of Communism," be donated to certain hospitals. This suggestion WAS NOT ADOPTED.

His daily average overtime for September, 1963, was 3 hours 1 minute.

He attended Specialized Espionage In-Service School (#2) from 10-14/25-63.

His daily average overtime for October, 1963, was 2 hours 11 minutes; November, 3 hours 26 minutes.

By letter dated 12-19-63, he was COMMEDED for his contributions in an important fashion to the preparation of the report and brief incident to the investigation of the assassination of the President.

Effective 12-22-63, he received a Within-Grade Increase to \$14,120 per annum in Grade GS-14.

His daily average overtime for December, 1963, was 3 hours 26 minutes.

Effective 1-5-64, he received a Basic Increase to \$14,965 per annum in Grade GS-14.

His daily average overtime for January, 1964, was 2 hours 7 minutes; February, 2 hours 35 minutes.

On 3-31-64, his services were rated EXCELLENT, the comments being that he had a substantial personal appearance and a very effective personality. He had been assigned a wide variety of duties and had performed in a superior manner. He was resourceful, fully capable of handling the most complex investigative matters and he worked exceedingly well under pressure. He was industrious, accurate and productive and had the ability to effectively carry out assignments of an administrative nature and had a superior capacity for understanding and directing personnel. There were no restrictions on his availability and he was interested in and had outstanding qualifications for administrative advancement.

His daily average overtime for March, 1964, 2 hours 22 minutes; April, 2 hours 27 minutes; May, 2 hours 25 minutes; June, 2 hours 42 minutes.

Effective 7-5-64, he received a Basic Increase to \$15,640 per annum in Grade GS-14.

His daily average overtime for July, 1964, was 2 hours 39 minutes; August, 3 hours 5 minutes; September, 3 hours 1 minute; October, 2 hours 10 minutes; November, 3 hours 44 minutes; December, 2 hours 12 minutes; January, 1965, 2 hours 33 minutes; February, 2 hours 41 minutes; March, 3 hours.

On 3-31-65 he was rated EXCELLENT and comments indicated he made an excellent personal appearance and created a very favorable impression. He was outstanding in the effectiveness of his personal contacts as a Bureau representative. He could participate in raids and dangerous assignments and was available for general and special assignment. During the first five months of the rating period, he was a supervisor in the Research-Satellite Section of the Domestic Intelligence Division where he supervised investigations of matters dealing with Polish immigrants, repatriots, Polish ships and seamen, and Polish organizations and related matters. At the same time, he handled a number of writing and speaking assignments dealing with the theory and practice of communism and handled all these assignments in a superior capacity. On 8-24-64 he was reassigned to the Internal Security Section and designated Supervisor in Charge of the Klan-Hate Group Unit with three Special Agent supervisors and four clerical employees under his immediate supervision. This unit supervised investigations of the activities of Klan and hate group organizations and had the responsibility for handling the Bureau's racial informant program. He produced an above average volume of work with minimum supervision. In addition, the Director had designated him to handle a number of public speaking engagements during the past year dealing with the subject of communism which he had done effectively. He was interested in, available for, and considered to have excellent qualifications for administrative advancement. He was recommended for a Quality Increase.

His daily average overtime for April, 1965, 3 hours 2 minutes.

On 5-9-65 he received a QUALITY WITHIN-GRADE INCREASE to \$16,130 per annum

in GS-14 in view of his sustained above-average performance over an extended period of time.

Memorandum dated 5-25-65, recommended that he be designated #1 Man to the Section Chief, Research-Satellite Section, Domestic Intelligence Division. This was approved by the Director.

By letter dated 5-27-65, he was advised he was being designated #1 Man to the Section Chief, Research-Satellite Section, Domestic Intelligence Division effective 6-4-65.

His daily average overtime for May, 1965, was 2 hours 41 minutes..

On 6-14-65, he reported to the Research-Satellite Section to assume duties as #1 Man of that Section. This involved no increase in salary.

His daily average overtime for June, 1965, was 2 hours 20 minutes; July, 2 hours 13 minutes.

On 8-12-65, his services were rated EXCELLENT with comments that he had clearly demonstrated the ability to quickly grasp both substantive and administrative work of the Section.

His daily average overtime for August, 1965, was 2 hours 28 minutes; September, 2 hours 18 minutes;

Effective 10-10-65, he received a Basic Increase to \$16,712 per annum in Grade GS-14.

His daily average overtime for October, 1965, was 2 hours 19 minutes; November, 2 hours 27 minutes; December, 2 hours 36 minutes.

Effective 12-19-65, he received a Within-Grade Increase to \$17,220 per annum in Grade GS-14.

By letter dated 1-31-66, he was COMMEDED for reporting for duty on that date despite extremely hazardous travel conditions in the area.

His daily average overtime for January, 1966, was 2 hours 47 minutes; February, 2 hours 44 minutes.

On 3-31-66, his services were rated EXCELLENT and it was stated that during the rating period he had been assigned as Supervisor-in-Charge of the Klan Unit and on 6-14-65, he assumed duties as #1 Man to the Section Chief of the Research-Satellite Section. In his former assignment he had displayed sound judgment and thorough knowledge of his responsibilities and in his position as #1 Man to the Section Chief he quickly grasped both substantive and administrative duties. He had given sound direction and

guidance to section personnel. His assistance in correspondence and writing matters had been particularly valuable. He had exhibited considerable ability to plan and execute work of the Section and exercised sound judgment, resourcefulness and an ability to handle the most complex investigative matters. He conscientiously carried his workload and had demonstrated initiative and cooperation in assuming additional responsibilities. He had effectively demonstrated leadership capabilities. There were no restrictions on his availability and he was interested in and had outstanding qualifications for administrative advancement. In a separate memorandum he was recommended for promotion to Grade GS-15.

His daily average overtime for March, 1966, was 2 hours 49 minutes.

By memorandum to Mr. Mohr dated 4-12-66, he was recommended for promotion to Grade GS-15. Mr. Tolson noted, "Wait until after inspection." The Director agreed.

His daily average overtime for April, 1966, was 2 hours 38 minutes.

During an inspection of the Domestic Intelligence Division which was completed in May, 1966, SA John E. McHale, Jr., commented that he was highly enthusiastic about the work of the Section, conversant with the complexities of his position and most thorough in carrying out the duties of #1 Man. He was also a highly qualified public speaker. He presented an excellent appearance which was a definite asset with respect to his various outside speech commitments. He expressed himself well, handled his duties in a friendly, though businesslike manner and was fully qualified, available for and had excellent potential for administrative advancement.

His daily average overtime for May, 1966, 2 hours 23 minutes; June, 3 hours 43 minutes.

On 6-5-66 he was promoted to Grade GS-15, \$18,825 per annum, and by letter dated 6-22-66 he thanked the Director for this promotion.

Effective 7-3-66 he received a Basic Salary Increase to \$19,371 per annum in Grade GS-15.

His daily average overtime for July, 1966, 3 hours 59 minutes.

By letter dated 8/31/66 he received an INCENTIVE AWARD in the amount of \$150.00 for the outstanding quality of his work in the preparation of extensive policy briefs concerning a confidential matter. (Re: Briefs on Microphones and Wire Taps)

His daily average overtime for August, 1966, 2 hours 24 minutes.

By letter dated 9/27/66 he was COMMENDED through Mr. Smith, along with

others, for the exemplary work done in the preparation of an important comprehensive brief. (Re: Preparation of brief for the Director's meeting with the President)

His daily average overtime for September, 1966, 2 hours 32 minutes; October, 2 hours 35 minutes; November, 2 hours 23 minutes; December, 2 hours 22 minutes; January, 1967, 2 hours 18 minutes.

During an Inspection of the Domestic Intelligence Division in February, 1967, L. M. Gaskill, of the Inspection Staff, stated he had an extensive background in the Security Field and had a comprehensive knowledge in the field of Communism and related intelligence matters. He had a background in research, was a writer and speaker, and handled many of the Bureau's most difficult speech assignments on the subject of Communism. He made a substantial personal appearance and had an outgoing, very effective personality. He thoroughly understood the requirements of his position as Number One Man and carried out his duties in an intelligent, enthusiastic manner. He was well respected by employees operating under his supervision, was aggressive and cooperative. He was fully qualified, available for, and had excellent potential for advancement.

His daily average overtime for February, 1967, 2 hours 58 minutes.

On 3/31/67 he received a rating of EXCELLENT with comments stating he had served effectively as Number One Man to the Section Chief of the Research-Satellite Section. In this capacity he had given sound guidance to Section personnel in matters relating to Bureau policy, correspondence, research, writing and investigative matters. He had competently substituted for the Section Chief in the latter's absence. He also had the ability to supervise the most complex investigative matters with a minimum of supervision. He was interested in, completely available for, and his qualifications were considered outstanding for administrative advancement.

His daily average overtime for March, 1967, 2 hours 19 minutes; April, 2 hours 23 minutes; May, 2 hours 30 minutes; June, 2 hours 23 minutes; July, 4 hours 1 minute.

By letter dated 8/9/67 he was COMMENDED through Mr. Sullivan, along with others, for their splendid efforts in connection with information which was presented to the President's National Advisory Commission on Civil Disorders.

His daily average overtime for August, 1967, 2 hours 45 minutes; September, 3 hours 15 minutes.

On 10/8/67 he received a Basic Increase to \$20,243 per annum in GS-15.

His daily average overtime for October, 1967, 2 hours 20 minutes; November, 2 hours 30 minutes; December, 2 hours 10 minutes; January, 1968, 2 hours

34 minutes; February, 2 hours 27 minutes.

On 3/31/68 he received a rating of EXCELLENT. Comments were that he was qualified to participate in raids and dangerous assignments, and had no limitations on his availability. He had dependably and effectively served as Number One Man to the Section Chief of the Research-Satellite Section. He had demonstrated the ability to supervise the most complex investigative matters with a minimum of supervision. He was interested in, available for, and considered to have outstanding qualifications for administrative advancement.

His daily average overtime for March, 1968, was 2'33".

By letter dated 4-8-68 he received an INCENTIVE AWARD in the amount of \$400.00 in recognition of the splendid manner in which he had performed during the past year.

His daily average overtime for April, 1968, was 2'15".

By letter dated 5-20-68 he was COMMENDED for the splendid fashion in which he spoke on the topic of "Spectrum of Extremism" at the University of Utah.

His daily average overtime for May, 1968, was 2'35".

On 6-2-68 he received a Within-Grade Increase to \$20,856 per annum in GS-15. Advanced

He attended/Security - Espionage In-Service from 6-10-68 to 6-21-68.

His daily average overtime for June, 1968, was 2'32".

On 7-14-68 he received a Basic Increase to \$22,416 per annum in GS-15.

His daily average overtime for July, 1968, was 2'10"; August, 2'35".

By letter dated 9-25-68 he was COMMENDED along with other personnel in the Domestic Intelligence Division through Mr. William C. Sullivan for performing so capably in connection with the preparation of a monograph entitled "The Politics of Street Revolutionists."

His daily average overtime for September, 1968, was 2'41";

By letter dated 10-2-68 he was COMMENDED for his noteworthy supervision from the Seat of Government in the investigation of a matter in the security field of great concern to the Bureau.

His daily average overtime for October, 1968, was 2'31"; November, 2'32"; December, 2'13".

ARBOR W. GRAY (Continued)

Effective 1/11/69 he was designated Chief of the Research-Satellite Section, Domestic Intelligence Division.

His daily average overtime for January, 1969, 2'34"; February, 2'38".

On 3/31/69 he received a rating of OUTSTANDING.

His daily average overtime for March, 1969, 2'42"; April, 2'14"; May, 2'33"; June, 2'35".

On 7/13/69 he received a Basic Increase to \$24,469 per annum in GS-15.

His daily average overtime for July, 1969, 2'35"; August, 2'34"; September, 2'30"; October, 2'30"; November, 2'34"; December, 2'34".

On 12/28/69 he received a Basic Increase to \$25,937 in GS-15.

On 1/2/70 he was promoted to Grade GS-16, \$28,317 per annum.

His daily average overtime for January, 1970, 2'09"; February, 2'33".

On 3/31/70 he was rated EXCELLENT and comments indicated that he had an excellent background in the intelligence field and included in the work under his supervision were many involved intelligence investigations. He had done an excellent job in handling the work under his jurisdiction and had performed extremely well as Section Chief during the rating period. He handled the most complicated matters with minimum supervision. He was available for and considered to have outstanding qualifications for administrative advancement.

His daily average overtime for March, 1970, was 2'36"; April, 2'28"; May, 2'30".

By letter of 6/23/70 he was COMMENDED for his valuable contributions to a matter of paramount concern to the Bureau in the security field (Re: Andre Duval; IS - East Germany)

His daily average overtime for June, 1970, was 2'03"; July, 2'34"; August, 2'36"; September, 2'35"; October, 2'32".

By letter of 11/6/70 he received his 20-Year Service Award Key.

His daily average overtime for November, 1970, was 2'35"; December, 2'34".

On 1/10/71 he received a Within-Grade and a Basic Increase to \$30,943 in GS-16.

His daily average overtime for January, 1971, was 2'34"; February, 2'05".

ARBOR W. GRAY (Continued)

On 3/31/71 he was rated EXCELLENT and comments revealed that he was a highly experienced Section Chief, was versatile, and had functioned effectively in all of his assignments. He had had extensive experience in all phases of internal security work and had a broad knowledge of matters being supervised in his Section. He made a fine personal appearance, was enthusiastic, aggressive, and competent. He handled the most complicated matters with minimum supervision. He was available for and considered to have outstanding qualifications for administrative advancement.

His daily average overtime for March, 1971, was 2'20"; April, 2'04"; May, 2'20"; June, 2'17"; July, 2'20"; August, 2'05"; September, 2'20"; October, 2'05"; November, 2'18"; December, 2'05".

On 1/9/72 he received a Basic Increase to \$32,645 in GS-16.

By letter of 1/18/72 he was afforded an INCENTIVE AWARD of \$200 in recognition of his exemplary supervision from the Seat of Government relative to the identification of Ronald Kaufman, the subject of an important bombing matter.

His daily average overtime for January, 1972, was 2'20"; February, 2'01".

On 3/31/72 he was rated EXCELLENT and comments disclosed that he was a highly experienced Chief, very versatile, and took an imaginative approach to new challenges. He was a talented writer and had frequently represented the Bureau on important speaking engagements. He made a fine personal appearance, had a pleasing personality, and commanded the respect of those with whom he came in contact. His competence and productivity were very much above average. He handled the most complicated matters with minimum supervision. He was available for and considered to have outstanding qualifications for administrative advancement.

His daily average overtime for March, 1972, was 2'10"; April, 1'53"; May, 2'10"; June, 1'55"; July, 2'13"; August, 2'13"; September, 2'08"; October, 2'30".

By letter dated 1/2/73 he was ORDERED UNDER TRANSFER to the New York Office as SAC - Security Division.

On 1/7/73 he received a Basic Increase to \$34,323 per annum in GS-16.

On 1-7-73 he received a Within-Grade Increase to \$35,363 per annum in GS-16.

On 2-4-73 he reported to the New York Office as SAC of the Security Division and was rated EXCELLENT on his transfer report.

ARBOR W. GRAY (continued)

On 3-31-73 he was rated EXCELLENT with comments that he was the SAC of the Security Division in the New York Office and was responsible for direction of all investigative matters in the security field. He was capable of handling the most complicated matters with no supervision. He was considered to have excellent qualifications for administrative advancement and was completely available for same.

He attended Specialized Training - Extremist Matters In-Service #1 from 4-2-73 to 4-6-73.

(F) NAMES OF ALL RELATIVES INCLUDING THOSE BY MARRIAGE NOW OR PREVIOUSLY EMPLOYED BY THE FBI:

NAME	EXACT RELATIONSHIP	PRESENT EMPLOYEE	FORMER EMPLOYEE

(G) NAMES OF ALL RELATIVES INCLUDING THOSE BY MARRIAGE NOW IN GOVERNMENT SERVICE: (excluding FBI)

NAME	EXACT RELATIONSHIP	GOVERNMENT AGENCY WHERE EMPLOYED ^{b6}
	brother	U. S. Marine Corps Air Station, Cherry Point, N.C.

(H) ORGANIZATIONS: *ALL EMPLOYEES list all organizations to which you presently belong - do not abbreviate. ONLY SPECIAL AGENTS list former membership in Boy Scouts (indicating exact rank attained) and affiliation with fraternal, honorary or professional groups while in college. NON-AGENTS need not list former memberships at any time.*

NAME	PRESENT (All Employees)	FORMER (Agents Only)	CITY AND STATE
Uintah Lodge #7 Free & Accepted Masons	X		Park City, Utah
Phi Eta Sigma Fraternity (Scholastic)	X		Univ of Utah, Salt Lake City
Duke Bar Assoc.	X		Duke Law Sch, Durham, NC
Antique Automobile Club of Amer.	X		Hershey, Pa.
North Carolina Bar Assoc.	X		Raleigh, NC

(I) CURRENT SCHOOL ATTENDANCE STATUS (NON-AGENTS only): ARE YOU ATTENDING COLLEGE, OR ANY OTHER TYPE OF SCHOOL? ☐ NO ☐ YES INDICATE NAME OF INSTITUTION AND SUBJECTS IN WHICH ENROLLED.

(J) PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:

NAME Mary D. Gray RELATIONSHIP Wife
STREET ADDRESS 12704 Silverbirch Lane
CITY AND STATE Laurel, MD ZIP CODE 20810

Arthur W. Gray
(Signature)

Special Agent

(Title)

(Please type or print)

Name (As it appears on Bureau rolls) <i>Gray, Arbor W.</i>		Date <i>8/10/60</i>
Check one: SA <input checked="" type="checkbox"/> SAA <input type="checkbox"/>	Date of Birth <i>7/7/22</i>	EOD <i>11/6/50</i>

Education

Name of School	Location	Dates		Degree (Give descriptive title, i.e., BS in Civil Eng.)
		From	To	
College				
<i>University of Utah</i>	<i>Salt Lake C.</i>	<i>9/40</i>	<i>6/42</i>	
<i>Duke University</i>	<i>Durham, N.C.</i>	<i>9/46</i>	<i>6/47</i>	Major <i>Pre-law</i> Minor _____
Graduate School				
<i>School of Law, Duke University</i>	<i>Durham</i>	<i>9/47</i>	<i>6/50</i>	<i>LLB</i> Major _____ Minor _____
Miscellaneous or Special Schools (Include Vocational and Radio Schools)				
<i>Civilian Pilot Training</i>	<i>Weber Coll.</i> <i>Ogden, Utah</i>	<i>42</i>	<i>43</i>	

List all college courses studied in mathematics, engineering and sciences, including chemistry, physics, biology, radio, communications, etc., regardless whether degree obtained. (Use supplemental sheet if necessary.)

Course	Hours	Course	Hours	Course	Hours	Course	Hours
<i>Chemistry</i>	<i>20</i>	<i>Biology</i>	<i>3</i>				
<i>Algebra</i>	<i>5</i>	<i>Bacteriology</i>	<i>3</i>				
<i>Trigonometry</i>	<i>5</i>						

BARS: Federal _____ Year _____ State *North Carolina* Year *1950* CPA (State) _____ Year _____

Other _____

Foreign Language and Dialects

(Evaluate your proficiency in each phase as Excellent, Very Good, Good, Fair, or Unsatisfactory.)

Name of Language	Read	Write	Speak	Understand	Translate
<i>Spanish</i>	<i>Unsat.</i>	<i>Unsat.</i>	<i>Unsat.</i>	<i>Unsat.</i>	<i>Unsat.</i>

Source of Proficiency

Name of Language	Native Tongue	Bureau School	Academic	No. Yrs. Studied	Foreign Assignment	Bur. Test Taken	
						Yes	No
<i>Spanish</i>			<i>X</i>	<i>2</i>			<i>X</i>

If you can handle any foreign language or languages fluently with little or no hesitation, and without use of a dictionary specify same.

If you have had any TRAINING or EXPERIENCE in the writing field including newspaper reporting, writing for a periodical, and creative writing of any kind, set forth as follows:

Training College Courses	No. of Hours	Experience	Period of Experience
<i>Creative Writing</i>	<i>10</i>	<i>Research & writing</i>	
<i>English Composition</i>	<i>10</i>	<i>assistant on Rockefeller</i>	<i>1947-1949</i>
		<i>Foundation grant</i>	

Previous Employment

Type of work and in what capacity	Proficiency	Period of Experience
<i>Auto salesman, shop foreman & parts mgr.</i>	<i>Good</i>	<i>Summers, 1946-50</i>
<i>Warehouseman for mining company</i>	<i>Good</i>	<i>Summers, 1941-42</i>
<i>Laborer for mining company</i>	<i>Good</i>	<i>1939-1940</i>

Vocations and Avocations

(Give detailed information regarding any special knowledge, abilities, talents, hobbies, trades, etc., you possess, including athletics.)

Vocation or Avocation	Professional	Amateur	Proficiency	Period of Experience
<i>Aircraft pilot</i>	<i>Commercial license</i>		<i>Excellent</i>	<i>1942 to date</i>
<i>Classic automobile restoration</i>		<i>X</i>	<i>Excellent</i>	<i>1939 to date</i>
<i>Tennis</i>		<i>X</i>	<i>Fair</i>	<i>1936 to date</i>

If you feel your experience in any of your previous employments, vocations or avocations is sufficient so that you could use it as a cover in an undercover assignment, identify same.

Experience in aviation and in automotive field; lawyer; lecturer.

Foreign Travel

List all foreign countries you have traveled in; in what capacity, and period there.

Mexico, serviceman, 1945, half-a-dozen visits as tourist.

Military Training

Active duty: Branch *Marine Corps* Dates of Service *1942-1946* Rank *Captain*
 Specialized Military Training *Fighter pilot, operations officer, air intelligence officer, engineering officer, flight instructor.*
 Are you interested in Foreign Assignment? ☐ Yes ☒ No Location desired _____
 Typing ability *40* W.P.M. Have you passed Bureau test? ☐ Yes ☒ No
 Shorthand ability _____ W.P.M. Have you passed Bureau test? ☐ Yes ☐ No
 Name of Shorthand system you use _____

Practical Experience in Radio

(State degree of proficiency and length of time spent)

Amateur Radio _____ Licenses Held _____
 Commercial Radio Operator _____
 Radio, Television or Sound Repairman or Technician _____
 Experimenter or other _____
 International Morse Code: Transmit _____ W.P.M. Receive _____ W.P.M.
 Technical Knowledge of any Electronic Devices _____

Miscellaneous

List any other information, qualifications and accomplishments.

Designer and builder of high-speed cars run on Utah Salt Flats--strictly amateur, 1939-1940
Student of philosophy--emphasis on communism, Marxism-Leninism, since 1946.
Debating and dramatics--high school and college.

Room 7315

SPECIAL AGENT CREDENTIAL CARD
Prints and Negative for file

ARBOR W. GRAY

L. Lockhart

622000

D-5





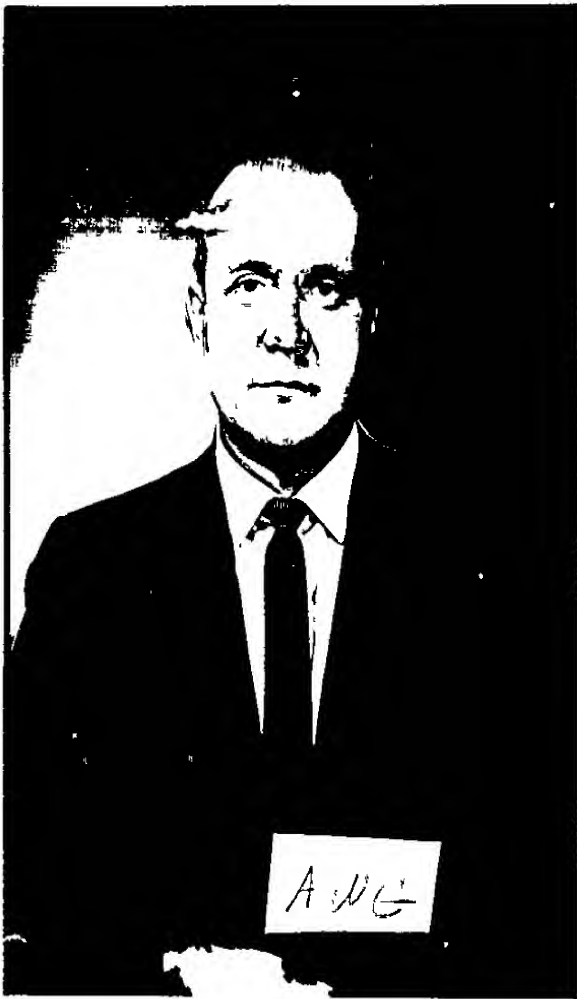
Arthur W. Gray
11-1-50

ARBOR W. GRAY
11-6-50

Arbor W. Gray
JUL 1951
261

A. W. GRAY
JUL 1952
72

9



Arbor W. Gray

17 1961

ARBOR W. GRAY

JUL

1952

Arbor W. Gray

5/64

ARBOR W. GRAY

78

4

7-4-70

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE
APPLICATION FOR EMPLOYMENT

FD-140
(2-17-48)

DIRECTOR,

FEDERAL BUREAU OF INVESTIGATION,
UNITED STATES DEPARTMENT OF JUSTICE,
WASHINGTON, D. C.

Durham, North Carolina

April 15 1950

Sir:

I hereby make application for employment in the position indicated by check mark, in the Federal Bureau of Investigation, United States Department of Justice, and for your use in this connection submit the following information:

Special Agent (Law Trained)	<input checked="" type="checkbox"/>	**
Special Agent (Accountant)	<input type="checkbox"/>	**
Stenographer	<input type="checkbox"/>	
Typist	<input type="checkbox"/>	
Translator	<input type="checkbox"/>	
Messenger	<input type="checkbox"/>	**
Laboratory Technician*	<input type="checkbox"/>	**
Student Fingerprint Classifier	<input type="checkbox"/>	
Clerk	<input type="checkbox"/>	

(This application should be typewritten if possible) (Indicate by check)

1. Name in full (please print) GRAY ARBOR WILLIAM
(Family name) (Given name) (Middle name)
- (a) Female applicants must furnish maiden name _____
2. Legal Residence 245 East Second St., Washington, North Carolina
3. Mail and telegraphic address Same Phone No. 805-J
4. Complete date of birth July 7, 1922 Weight 165 Height 5'9"
5. Place of birth Pawtucket Rhode Island
(City) (County) (State)
6. (a) Father's name William P. Gray (b) Father's birthplace Park City, Utah
- (c) Present Address Newbernian Apts, New Bern, (d) If foreign born, is he a citizen? _____
- (e) Date and place of naturalization North Carolina
7. (a) Mother's name Helen C. Gray (deceased) (b) Mother's birthplace Paisley, Scotland
- (c) Present address _____ (d) If foreign born, is she a citizen? Yes
- (e) Date and place of naturalization By marriage, Feb 3, 1921, Salt Lake City, Utah
8. Brothers John C. Gray, Pawtucket, Rhode Island; Newbernian Apts, New Bern, N.C.
(Complete names, birthplaces and present addresses)
9. Sisters None.
(Include married names, birthplaces and present addresses)
10. If you were not born in United States, how long have you lived here? _____
11. Are you a citizen of the United States? Yes. 77
12. If naturalized, date and place of naturalization _____
13. Are you single, married, widowed, separated, or divorced? Married.
14. (a) Maiden name of wife Mary Diamond (b) Wife's birthplace Washington, N.C.
- (c) Present address 245 East 2nd St. (d) If foreign born, is she a citizen? _____
Washington, North Carolina
- (e) Date and place of naturalization _____
15. (a) Husband's complete name _____ (b) Husband's birthplace _____
- (c) Present address _____ (d) If foreign born, is he a citizen? _____

*Specify exact title of position sought as Laboratory Technician.

**Positions of Special Agent (Law Trained), Special Agent (Accountant), Laboratory Technician, and Messenger for male applicants only.

(e) Date and place of naturalization _____

16. (a) Father-in-law's name George Diamond (b) Birthplace Evritania, Greece(c) Present address 245 East 2nd St. Wash. N.C. (d) If foreign born, is he a citizen? Yes(e) Date and Place of naturalization 1922, Washington, North Carolina17. (a) Mother-in-law's name Grace Warren Diamond (b) Birthplace Blount's Creek, N.C.(c) Present address 245 East 2nd St. Wash, N.C. (d) If foreign born, is she a citizen?

(e) Date and Place of naturalization _____

18. Brothers-in-law None

(Complete names, birthplaces and present addresses)

19. Sisters-in-law None

(Complete names, birthplaces and present addresses)

20. If your husband (or wife) is employed, state where employed _____

21. Number of children, if any None22. Are you entirely dependent on your salary? Yes23. To what extent are you financially indebted to others and to whom? None

24. Education: (Please print)

	NAME AND LOCATION OF SCHOOL	FROM-	TO-	Courses Pursued, Diplomas or Degrees Received
(a) Elementary	Emerson, Kearny, N.J.	1928	1933	
	Forest, Salt Lake City, Utah	1933	1934	
	Lincoln, Kearny, N.J.	1934	1936	
(b) High school equivalent	Name <u>Kearny, Kearny, N.J.</u> Address _____	1936	<u>Gr. High Sch.</u>	
	Irving, Salt Lake City, Utah	1936	1937	
	Park City, Park City, Utah	1937	1939	Graduated
(c) College or technical*	Name <u>Univ. Utah, Salt L.C. Utah</u> Address _____	1940	1942	
	Duke Univ, Durham, N.C.	1946	1947	
	Duke Law, Durham, N.C.	1947	1950	Anticipate graduation June, 1950. LLB.
(d) Foreign Languages Give degree of proficiency as to speaking, reading, writing				
(e) Miscellaneous*				

25. Give names of clubs, societies, and other similar organizations of which you are a member:

Uintah Lodge #7, Free & Accepted Masons (examination in 3rd degree pending)Phi Eta Sigma, honorary scholastic fraternity

26. Have you been admitted to the Bar, if so specify _____

(Furnish Date and Place)

27. Describe any physical defects, including extent of defective vision, if any, with and without glasses (Snellen) None

28. Health record for the past 3 years (give number of days and nature of serious illness):

Nothing more serious than common cold.

* Applicants for Laboratory Technician positions should list in detail scientific courses pursued, using an insert if necessary.

29. Experience: (Please print.)

NAME AND ADDRESS OF EMPLOYER	POSITION AND KIND OF WORK	FROM-	TO-	ANNUAL SALARY
Name <u>Glenn Negley</u> Address <u>Philos. Dept. Duke U.</u>	Philosophy Research	Sept 1947	Feb. 1950	Fellowship Grant
Name <u>G.H. Cox</u> Address <u>Washington, No. Carolina</u>	Parts Mgr. Shop Foreman	June 1946	Aug. 1946	Approx. 2100
Name <u>Frank M. Stone</u> Address <u>Park City, Utah</u>	Shop Helper Whse Ass't	June 1942	Nov. 1942	Approx. 1560
Name <u>Same</u> Address -----	Same	June 1941	Sept. 1941	Approx. 1300
Name <u>Same</u> Address -----	Same	Sept 1939	Sept 1940	Same
Name ----- Address -----				
Name ----- Address -----				
Name ----- Address -----				
Name ----- Address -----				

30. Specify any arrests (include traffic arrests) None31. Specify any arrests of immediate family None32. Have you ever been a defendant in any court action? No Specify -----33. Are you now, or have you ever been, a member of the Communist Party, U.S.A., or any Communist organization? No34. Are you now, or have you ever been, a member of a Fascist Organization? No35. Are you now, or have you ever been, a member of any organization, association, movement, group, or combination of persons which advocates the overthrow of our constitutional form of government, or of any organization, association, movement, group or combination of persons which has adopted a policy of advocating or approving the commission of acts of force or violence to deny other persons their rights under the constitution of the United States or of seeking to alter the form of government of the United States by unconstitutional means? No

36. Give five personal references (not relatives, former employers, fellow employees, or school teachers), more than 30 years of age, who are householders or property owners, business or professional men or women, including your family physician, if you have one, of good standing in the community, and who have known you well during the past 5 years. (Please Print)

NAME	RESIDENCE ADDRESS	NUMBER OF YEARS ACQUAINTED	BUSINESS ADDRESS
1. <u>Frank Nunnally</u>	<u>Main St. Wash. No. Car.</u>	<u>4 yrs.</u>	<u>Washington, N. Carolina.</u>
2. <u>Harold Lane</u>	<u>Mkt. St. Wash. No. Car.</u>	<u>6 yrs.</u>	<u>Dr. Pepper Bottling Co.</u>
3. <u>Henry Bumley</u>	<u>Wash Pk. Wash. No. Car.</u>	<u>5 yrs.</u>	<u>Moss Planing Mill, Wash. N.C.</u>
4. <u>William E. Lovelace</u>	<u>128 Garrett St. Portsmouth, Va.</u>	<u>4 yrs.</u>	<u>Motor Parts, Wash. N.C.</u>
5. <u>Waymon Adams</u>	<u>Wash, N.C.</u>	<u>4 yrs</u>	<u>Adams Soda Shop, Wash. N.C.</u>

37. Give residence address and dates of residence for the past years.

1940-1942: 809 Woodside Ave., Park City, Utah; 1942-1946: 205 Second Ave., Salt Lake City, Utah (home address while in service); 9/45 to 8/46: 245 East Second St., Washington, North Carolina; 8/46 to 4/49: Box 43, Rt. 2, Piedmont Village, Creedmoor, N.C.

38. List the names of any relative now in the Government service, with the degree of relationship and where employed: Wm. P. Gray (father) MCAS, Cherry Point, N.C.

John C. Gray (brother) MCAS, Cherry Point, N.C.

Names of any friends or acquaintances who are employed in the Federal Bureau of Investigation: _____

39. Give dates and branch of military service, if any, also type of discharge received and basis for it, also military serial number. On Active duty 15 Dec. 1942 to 15 May, 1946.

Naval Aviation Cadet (559-05-34); Marine Corps 1st Lt. (033900); released from active duty, retain reserve commission.

39a. Do you claim veteran's preference? If so, give basis. Yes, if applicable; 3-1/2 yrs service.

Do you now have any service disability? If so, give percentage. No.

40. What is the lowest entrance salary you will accept? \$5,000

41. Are you in a position to accept probationary employment at any time, without previous notice, and, if notice is required, how much? No; notice 15 days.

42. In the event of appointment will you be willing to proceed to Washington, D.C., upon 10 days' notice and at your own expense? Yes.

43. If appointed are you willing and prepared to accept assignment or transfer to any part of the United States where services are required, for either temporary or permanent duration? Yes.

44. Attach unmounted full face photograph not larger than 3 by 4 1/2 inches. Write your name plainly on back of photograph. Photograph to be taken not more than 30 days prior to date of application.

(Application will not be considered complete if such photograph not furnished)

(Photograph)

Respectfully,

Arbor W. Gray
(Signature of applicant as usually written)

NOTE:—If the applicant desires to make any further remarks or statements concerning his qualifications or in answer to any question contained in the application, the same should be made on a separate sheet of paper, numbering the remarks in accordance with the original questions.

NOTE:—The following jurat must be subscribed to by all applicants for positions in the Federal Bureau of Investigation, U. S. Department of Justice.

Subscribed and duly sworn to before me by the above-named applicant, this 21st day of April, 1950, at city (or town) of Durham, county of Durham, and State (or Territory or District) of N.C.

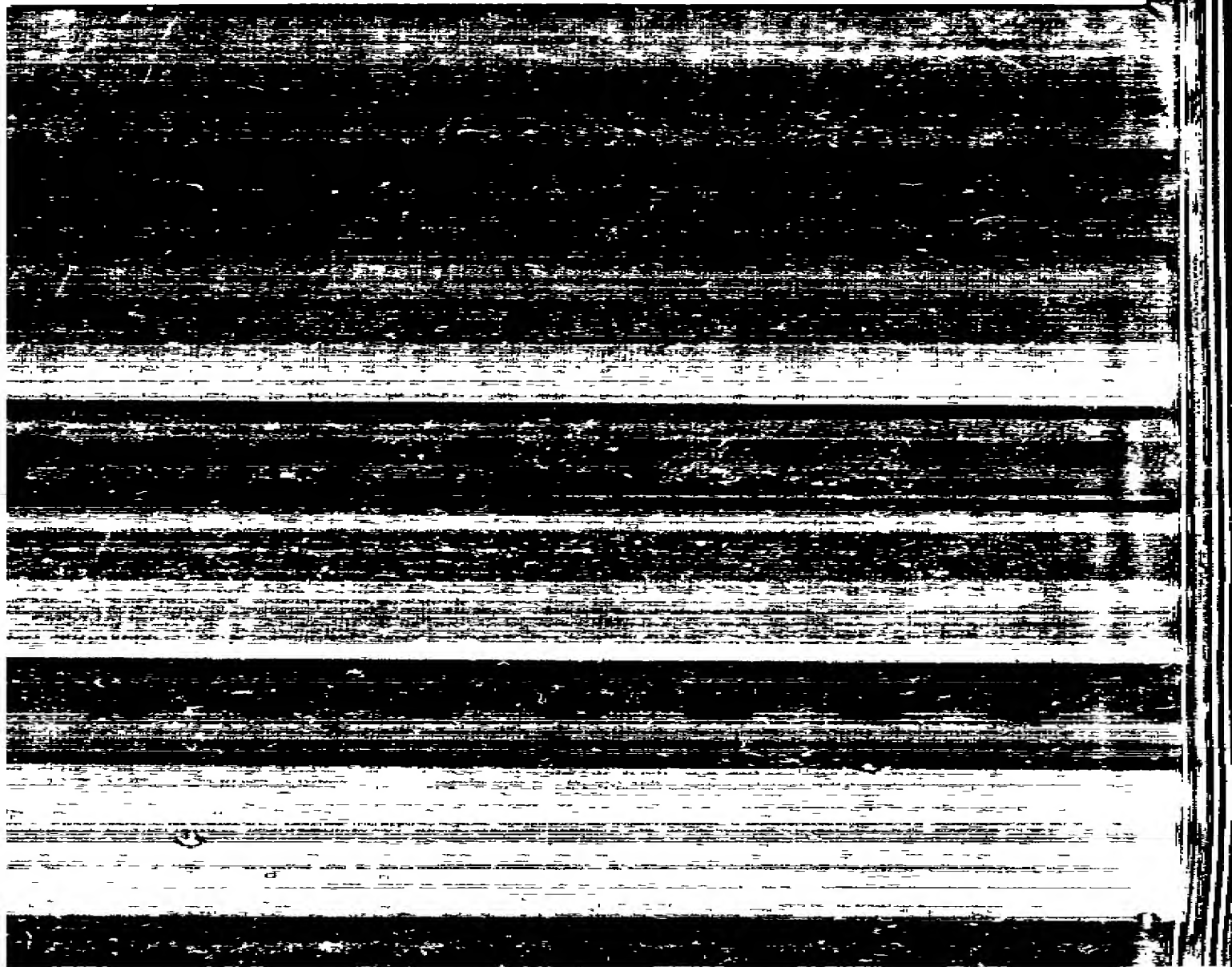
(OFFICIAL IMPRESSION SEAL)

Maryle J. Buras
(Signature of officer)
Notary Public
(Official title)

My Commission Expires July 5, 1951

Application will not be considered complete if above jurat not executed.

4/49 to 2/50: 306 Northwood Circle, Durham, N.C.
2/50 to present: Box 4336, Duke Station, Durham, N.C. (home address: 245 East Second St., Washington, N.C.)



Arthur W. Gray

UNITED STATES GOVERNMENT

Memorandum

TO : MR. TOLSON

DATE: 12-30-69

FROM : R. R. BEAVER

SUBJECT: ARBOR W. GRAY
SECTION CHIEF
DOMESTIC INTELLIGENCE DIVISION

Tolson _____
DeLoach _____
Walters _____
Mohr _____
Bishop _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Soyars _____
Tele. Room _____
Holmes _____
Gandy _____

This is to consider Gray for promotion to Grade GS 16 based on his assignment as Chief of the Research-Satellite Section in the Domestic Intelligence Division since 1-11-69.

The work in the Domestic Intelligence Division is being reorganized and as of 1-2-70 Gray will be Chief of the newly created Sino-Satellite Section. In his present position he has been responsible for all investigations concerning Satellite espionage and intelligence activities, as well as special research work. He has had 15 agents and 20 clerical employees under his supervision in that section. In the new section he will no longer be responsible for research matters but will have supervision of Chinese and Satellite espionage and intelligence activities. There will be 13 agents and 18 clerical employees in that section.

Gray entered on duty 11-6-50 and is in Grade GS 15, \$24,469. During his career he has been commended on 21 occasions, five of which were through his superiors. He also received four cash awards and two quality salary increases. He has been censured on one occasion, 6-4-67 for an error in correspondence. Prior to being designated a Section Chief on 1-11-69 he was #1 Man in his section since 5-25-66. He was rated Outstanding on his last annual performance rating, is completely available and his overtime and weight are satisfactory.

There are five other Section Chiefs in the Domestic Intelligence Division who are in Grade GS 16 and one other who is in Grade GS 15 and who is being recommended for promotion to Grade GS 16. Inspector Moore and #1 Man Sizoo are in Grade GS 17 and Mr. Sullivan is in Grade GS 18. Mr. Sullivan has recommended him for promotion and Mr. DeLoach concurs.

RECOMMENDATION:

That Arbor W. Gray, Section Chief of the Research-Satellite Section, Domestic Intelligence Division, be promoted to Grade GS 16.

Enc.
RRB:crb(2)

PERMANENT BRIEF ATTACHED.

as per subject 5

REC-132


67-441-168

10 JAN 7 1970

✓ *OK* *Wes* *12-30-69* *2/1/70*

NOTIFICATION OF PERSONNEL ACTION

(FOR AGENCY USE)

1. NAME (CAPS) LAST—FIRST—MIDDLE GRAY, ARBOR W.		MR.—MISS—MRS. (MR.)	2. (FOR AGENCY USE)	3. BIRTH DATE (Mo., Day, Year) 7-7-22	4. SOCIAL SECURITY NO. 529-14-8448
5. VETERAN PREFERENCE 2 1—NO 3—10 PT. DISAB. 5—10 PT. OTHER 2—5 PT. 4—10 PT. COMP.			6. TENURE GROUP	7. SERVICE COMP. DATE	
9. FEGLI 1—COVERED (Regular only—declined Optional) 2—INELIGIBLE 3—WAIVED 4—COVERED (Reg. & Opt.)			10. RETIREMENT 1—CS 3—FS 5—OTHER 2—FICA 4—NONE		
12. CODE NATURE OF ACTION PROMOTION			13. EFFECTIVE DATE (Mo., Day, Year) 1-2-70		14. CIVIL SERVICE OR OTHER LEGAL AUTHORITY EXCEPTED BY LAW
15. FROM: POSITION TITLE AND NUMBER Supervisory Special Agent 61-F-114 160			16. PAY PLAN AND OCCUPATION CODE GS Series 1811	17. (a) GRADE OR LEVEL 15	(b) STEP OR RATE 5
			18. SALARY \$24,469 pa		
19. NAME AND LOCATION OF EMPLOYING OFFICE					

20. TO: POSITION TITLE AND NUMBER Supervisory Special Agent (Chief of the Research-Satellite Section) 160		21. PAY PLAN AND OCCUPATION CODE GS	22. (a) GRADE OR LEVEL 16	(b) STEP OR RATE 3	23. SALARY \$26,714 pa
24. NAME AND LOCATION OF EMPLOYING OFFICE					

25. DUTY STATION (City—county—State)			26. LOCATION CODE		
27. APPROPRIATION S. & E., FBI		28. POSITION OCCUPIED 1—COMPETITIVE SERVICE 2 2—EXCEPTED SERVICE	29. APPORTIONED POSITION FROM: TO: STATE 1—PROVED-1 2—WAIVED-2		

30. REMARKS: ☐ A. SUBJECT TO COMPLETION OF 1 YEAR PROBATIONARY (OR TRIAL) PERIOD COMMENCING _____
☐ B. SERVICE COUNTING TOWARD CAREER (OR PERMANENT) TENURE FROM: _____
☐ C. DURING PROBATION

SEPARATIONS: SHOW REASONS BELOW, AS REQUIRED. CHECK IF APPLICABLE: ☐

This promotion is temporary and will remain in effect only for the duration of present assignment.

Basis for this position is Section 505(e) of the Classification Act of 1949 as amended.

67-NOT RECORDED
12 JAN 10 1970

31. DATE OF APPOINTMENT AFFIDAVIT (Accessions only)		34. SIGNATURE (Or other authentication) AND TITLE J. E. Hoover Director	
32. OFFICE MAINTAINING PERSONNEL FOLDER (If different from employing office)		35. DATE 1-6-70	
33. CODE DJ 02	EMPLOYING DEPARTMENT OR AGENCY FEDERAL BUREAU OF INVESTIGATION WASHINGTON, D. C. 20535		

Mr. Tolson	✓
Mr. DeLoach	✓
Mr. Mohr	✓
Mr. Bishop	✓
Mr. Casper	✓
Mr. Callahan	✓
Mr. Conrad	✓
Mr. Felt	✓
Mr. Gale	✓
Mr. Rosen	✓
Mr. Sullivan	✓
Mr. Tavel	✓
Mr. Soyars	✓
Tele. Room	✓
Miss Holmes	✓
Miss Gandy	✓

January 7, 1970

PERSONAL

Honorable John Edgar Hoover
Federal Bureau of Investigation
Washington, D. C.

Dear Mr. Hoover:

It was with feelings of both warm appreciation and deep pride that I received your letter of January 2, 1970, regarding my promotion to GS-16.

The appreciation was, of course, for your thoughtfulness in conferring this honor upon me and the pride was in the fact that I shall continue to serve with renewed inspiration under your leadership.

Sincerely yours,

Arbor W. Gray
Arbor W. Gray

Domestic Intelligence Div.

44-7989-169

JAN 10 1970

39m

JAN 10 1970

141

✓
REC-132

January 2, 1970

PERSONAL

17
Mr. Arbor W. Gray
Federal Bureau of Investigation
Washington, D. C.

Dear Gray:

I am indeed pleased to advise you of your promotion to Grade GS 16, \$26,714 per annum, as Supervisory Special Agent (Chief of the Research-Satellite Section, Domestic Intelligence Division), effective this date.

This promotion is temporary and will remain in effect only for the duration of your present assignment.

Sincerely,

J. Edgar Hoover

MAILED 24

JAN 5 1970

COMM-FBI

1 - Mr. DeLoach (PERSONAL ATTENTION)

1 - Mr. Sullivan (PERSONAL ATTENTION)

1 - Mrs. Randolph

1 - Movement

1 - Miss Tibbetts

Red
Tolson _____
DeLoach _____
Walters _____
Mohr _____
Bishop _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Soyars _____
Tele. Room _____
Holmes _____
Gandy _____

*src**
(7)

src
JAN 12 1970

TELETYPE UNIT ☐

me
an
JB
JBA-WB

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: ARBOR W. GRAY

Where Assigned: DOMESTIC INTELLIGENCE SINO-SATELLITE
(Division) (Section, Unit)

Official Position Title and Grade: SUPERVISORY SPECIAL AGENT, GS-16
SECTION CHIEF - SINO-SATELLITE SECTION

Rating Period: from APRIL 1, 1969 to MARCH 31, 1970

ADJECTIVE RATING: EXCELLENT
Outstanding, Excellent, Satisfactory, Unsatisfactory

Employee's
Initials

AG

Rated by: Donald E. Moore Inspector 4/1/70
Signature Title Date

Reviewed by: William C. Sullivan Assistant Director 4/1/70
Signature Title Date

Rating Approved by: W. C. Sullivan Assistant Director APR 6 1970
Signature Title Date

66-149
TYPE OF REPORT

☒ Official
☒ Annual

☐ Administrative
☐ 60-Day
☐ 90-Day
☐ Transfer
☐ Separation from Service
☐ Special

8 APR 21 1970

3-10

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL
(For use as attachment to Performance Rating Form FD-185)

Name of Employee ARBOR W. GRAY

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

+ RATE ITEMS AS FOLLOWS: (See Manual of Rules and Regulations for detailed instructions.)

+ Outstanding (To warrant overall +, all rated elements must be +, and justified in writing.)

E Excellent (Overall E must be supported by E or + on majority of items, including important elements.)

✓ Satisfactory

- Unsatisfactory (If any item so rated, overall adjective rating can be no better than Satisfactory.) Any unsatisfactory item or overall Unsatisfactory rating must be supported in writing.

0 No opportunity to appraise

(Use INK for Checklist - DO NOT TYPE)

CHECKLIST AND NARRATIVE COMMENTS

- + 1. Personal appearance.
- + 2. Personality and effectiveness of his personal contacts.
- + 3. Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability, and willingness to equitably share work load).
- + 4. Physical fitness (including health, energy, stamina). COMMENT on limitations on availability, physical limitations affecting performance, and sick leave information. Has employee used more sick leave (including annual leave or LWOP for illness) during the rating period than the amount of sick leave earned during such period? (If "yes" explain.)

There are no limitations on Mr. Gray's availability and no physical limitations affecting his performance. He has used a minimum amount of sick leave during the rating period.

- E 5. Resourcefulness, ingenuity, and initiative.
- + 6. Forcefulness and aggressiveness as required.
- + 7. Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.
- + 8. Planning of work.
- + 9. Accuracy and attention to pertinent detail.
- + 10. Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines, unless failure to meet is attributable to causes beyond employee's control.
- + 11. Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.
- E 12. Investigative results (rate applicable cases) E A. Internal Security; 0 B. Criminal or General Investigative; 0 C. Fugitive; 0 D. Applicant; 0 E. Accounting.
- Complexity of investigative matters handled: ☐ None ☐ Moderate ☒ Most complicated.
- Degree of supervision required: ☐ Above average ☐ Average ☒ Minimum ☐ None
- COMMENT on type of work handled entire rating period and appraisal of overall work performance:

From the beginning of the rating period until January 12, 1970, Mr. Gray was Section Chief of the Research-Satellite Section, which handled espionage, counterespionage and intelligence investigations involving various communist countries and also handled research functions. Since January 12, 1970, he has been chief of the Sino-Satellite Section, which handles similar investigations involving communist countries and which now includes Communist China. Mr. Gray has an excellent background in the intelligence field and included in the work under his supervision are many involved intelligence investigations. He has done an excellent job in handling the work under his jurisdiction and has performed extremely well as a Section Chief during the entire rating period.

- A. Is employee available for general assignment Yes; special assignment Yes; wherever needs of service require?
- B. Is employee qualified to operate a motor vehicle incidental to his official duties? ☒ Yes ☐ No
If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
(b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.
- C. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, Accountant, or as Resident Agent, supervisor, instructor, etc.): Section Chief

ADJECTIVE RATING: EXCELLENT
(Outstanding, Excellent, Satisfactory, Unsatisfactory)

EMPLOYEE'S INITIALS

AB

(Checklist and Narrative Comments continued)

- 0 13. Firearms
+ 14. Development of informants and sources of information. COMMENT on participation in this program.

Mr. Gray has effectively directed the development and handling of informants and double agents in the area under his supervision.

- + 15. Reporting: (Consider conciseness, clarity, organization, thoroughness, accuracy, adequacy and pertinency of leads, and administrative detail.)
0 A. Investigative reports; 0 B. Summary reports; + C. Memos, letters, wires
+ 16. Performance as a witness. ☐ During rating period; ☒ Based on past performance; ☐ No experience.
+ 17. Executive evaluation (approved Supervisors, Relief Supervisors, Alternate Senior and Senior Resident Agents.)
+ A. Leadership + F. Devising procedures
+ B. Ability to handle personnel + G. Promoting high morale
+ C. Making decisions + H. Getting results
+ D. Assignment of work + I. Furthering equal employment opportunity.
+ E. Training subordinates
0 18. Raids and dangerous assignments; 0 A. As leader; 0 B. As participant
+ 19. Miscellaneous. Specify and rate:
+ Dictation; 0 Applicant recruitment; 0 Other _____
0 20. Police Instruction: ☐ Qualified ☐ Participated ☐ Audited
21. Foreign Language Ability: Proficient in None language(s).
Can handle typical investigative problems as follows:
A. Conversation form _____ ☐ Excellent ☐ Very Good ☐ Good ☐ Fair ☐ Unsatisfactory
(language)
B. Written form _____ ☐ Excellent ☐ Very Good ☐ Good ☐ Fair ☐ Unsatisfactory
(language)
Frequency _____ language ability used during rating period _____.
Anticipated use during ensuing year _____.
22. Administrative Advancement: ☐ (Check block if not interested.)
A. ☒ Yes ☐ No Agent is completely available for administrative advancement.
B. ☒ Yes ☐ No Agent is considered qualified for administrative advancement, including experience, ability, personality and appearance.
C. If answer to B is "Yes," Agent's qualifications are considered ☐ Very Good ☐ Excellent ☒ Outstanding
EXPLAIN if interested but not now qualified.

23. Number of Incentive Awards 0 Commendations 0 received from Director. Suggestions submitted 0.
24. Disciplinary Action and Justification for any Unsatisfactory Items. ☒ None (List items taken into consideration on Checklist.)

January 27, 1970

Dr. Francis M. Rich, Jr.
Political Science Department
Appalachian State University
Boone, North Carolina 28607

Dear Dr. Rich:

I have received your letter of January 21st requesting that I designate an FBI speaker to participate in the Institute on Constitutional Democracy and Totalitarianism to be held this summer at your University. Your generous remarks regarding the prior participations of Special Agent Arbor W. Gray are indeed gratifying and he shares my appreciation for your thoughtfulness.

It will not be possible to provide a representative of this Bureau to participate in this summer's Institute as the extremely heavy schedule of those of my associates who normally speak on the topic of interest to you precludes their accepting additional commitments. I regret I cannot be of help to you in this instance.

Sincerely yours,

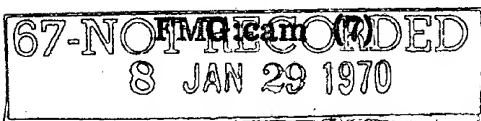
1 - Charlotte - Enclosure

1 - Mr. Sullivan - Enclosure

Personal Attention: Bring to the attention of SA Arbor W. Gray.

1 - Personnel File of SA Arbor W. Gray - Enclosure

NOTE: On basis of available data, Dr. Rich is not identifiable in our files. SA Gray is assigned to Domestic Intelligence Division.



Appalachian

STATE UNIVERSITY

Political Science Department

Boone, North Carolina 28607

January 21, 1970

Mr. Tolson	_____
Mr. DeLoach	_____
Mr. Walters	_____
Mr. Mohr	_____
Mr. Bishop	✓
Mr. Casper	_____
Mr. Callahan	_____
Mr. Conrad	_____
Mr. Felt	_____
Mr. Gale	_____
Mr. Rosen	_____
Mr. Sullivan	_____
Mr. Tavel	_____
Mr. Soyars	_____
Tele. Room	_____
Miss Holmes	_____
Miss Gandy	_____

Mr. J. Edgar Hoover, Director
Federal Bureau of Investigation
Department of Justice
Washington, D. C.

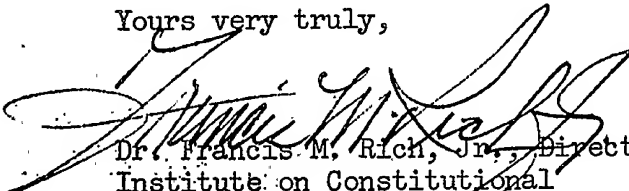
Dear Mr. Hoover:

I am the Director of the Institute on Constitutional Democracy and Totalitarianism held annually by Appalachian State University. In past years, it has been our pleasure to have Mr. Arbor Gray of your organization as a guest lecturer, speaking to the subject, "Activities of the Communist Party and Other Subversive Organizations on the American Scene." Mr. Gray has done an outstanding job inasmuch as he is a most eloquent speaker and has an enviable first-hand knowledge of the subject matter. Mr. Gray has advised that he will be unable to appear as a guest lecturer at our Institute the coming summer. I realize that the demands we have made on Mr. Gray over the past years have indeed burdened an already heavy schedule of duties.

Inasmuch as we regard the phase of this Institute which Mr. Gray has so ably presented in past years as one of the essential subjects to be covered, I wonder if it would be at all possible for you to designate a replacement for Mr. Gray in the 1970 Institute on Constitutional Democracy and Totalitarianism. Your consideration of this request will be deeply appreciated and should you find a member of your staff whose schedule would permit participation in this summer's Institute, I can only say that it would add meaningful body to the material which we are presenting.

Thank you for your consideration of this request. I remain,

Yours very truly,


Dr. Francis M. Rich, Jr., Director
Institute on Constitutional
Democracy and Totalitarianism

EXP. PROC.

31 JAN 23 1970

22 JAN 23 1970

NOTES

June 23, 1970

PERSONAL

Mr. Arbor W. Gray
Federal Bureau of Investigation
Washington, D. C.

Dear Gray:

Your valuable contributions to a matter of paramount concern to the Bureau in the security field are certainly deserving of commendation.

The splendid overall guidance and direction that you afforded this endeavor at the Seat of Government were instrumental in the success realized. I want you to know of my appreciation.

Sincerely yours,

J. Edgar Hoover

- 1 - Mr. Sullivan (Personal Attention)
Re: Andre Duval; IS - East Germany
1 - Mrs. Randolph (Sent Direct)

RHC:jmp
(5)

67-447989

Based on Gray-Sullivan memo dated 6/17/70 and addendum Administrative Division 6/22/70 re Andre Duval, Internal Security - East Germany.

Salutation per file.

Tolson _____
DeLoach _____
Walters _____
Mohr _____
Bishop _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Soyars _____
Tele. Room _____
Holmes _____
Gandy _____

MAIL ROOM ☒ TELETYPE UNIT ☐

MAILED 25

JUN 23 1970

COMM-FBI

REC-141

67-447989-171
10 JUN 24 1970

LDH

WJC

JBA
HKS

✓
HKS

from
HKS

34

REPORT OF MEDICAL EXAMINATION

FBI

1. LAST NAME—FIRST NAME—MIDDLE NAME GRAY, ARBOR, WILLIAM			2. GRADE AND COMPONENT OR POSITION S. A		3. IDENTIFICATION NO. 5-01-91	
4. HOME ADDRESS (Number, street or RFD, city or town, State and ZIP Code)			5. PURPOSE OF EXAMINATION ANNUAL		6. DATE OF EXAMINATION 7-8-70	
7. SEX M	8. RACE	9. TOTAL YEARS GOVERNMENT SERVICE MILITARY CIVILIAN		10. AGENCY	11. ORGANIZATION UNIT	
12. DATE OF BIRTH 7-7-22		13. PLACE OF BIRTH R. I.		14. NAME, RELATIONSHIP, AND ADDRESS OF NEXT OF KIN		
15. EXAMINING FACILITY OR EXAMINER, AND ADDRESS NNMC				16. OTHER INFORMATION		
17. RATING OR SPECIALTY				TIME IN THIS CAPACITY (Total)		LAST SIX MONTHS

CLINICAL EVALUATION		
NOR- MAL	(Check each item in appropriate col- umn; enter "NE" if not evaluated.)	ABNOR- MAL
<input checked="" type="checkbox"/>	18. HEAD, FACE, NECK AND SCALP	
<input checked="" type="checkbox"/>	19. NOSE	
<input checked="" type="checkbox"/>	20. SINUSES	
<input checked="" type="checkbox"/>	21. MOUTH AND THROAT	
<input checked="" type="checkbox"/>	22. EARS—GENERAL (Int. & ext. canals) (Auditory acuity under items 70 and 71)	
<input checked="" type="checkbox"/>	23. DRUMS (Perforation)	
<input checked="" type="checkbox"/>	24. EYES—GENERAL (Visual acuity and refraction under items 59, 60 and 67)	
<input checked="" type="checkbox"/>	25. OPHTHALMOSCOPIC	
<input checked="" type="checkbox"/>	26. PUPILS (Equality and reaction)	
<input checked="" type="checkbox"/>	27. OCULAR MOTILITY (Associated parallel move- ments, nystagmus)	
<input checked="" type="checkbox"/>	28. LUNGS AND CHEST (Include breasts)	
<input checked="" type="checkbox"/>	29. HEART (Thrust, size, rhythm, sounds)	
<input checked="" type="checkbox"/>	30. VASCULAR SYSTEM (Varicosities, etc.)	
<input checked="" type="checkbox"/>	31. ABDOMEN AND VISCERA (Include hernia)	
<input checked="" type="checkbox"/>	32. ANUS AND RECTUM (Hemorrhoids, fistulae) (Prostate, if indicated)	
<input checked="" type="checkbox"/>	33. ENDOCRINE SYSTEM	
<input checked="" type="checkbox"/>	34. G-U SYSTEM	
<input checked="" type="checkbox"/>	35. UPPER EXTREMITIES (Strength, range of motion)	
<input checked="" type="checkbox"/>	36. FEET	
<input checked="" type="checkbox"/>	37. LOWER EXTREMITIES (Except feet) (Strength, range of motion)	
<input checked="" type="checkbox"/>	38. SPINE, OTHER MUSCULOSKELETAL	
<input checked="" type="checkbox"/>	39. IDENTIFYING BODY MARKS, SCARS, TATTOOS	
<input checked="" type="checkbox"/>	40. SKIN, LYMPHATICS	
<input checked="" type="checkbox"/>	41. NEUROLOGIC (Equilibrium tests under item 72)	
<input checked="" type="checkbox"/>	42. PSYCHIATRIC (Specify any personality deviation)	
<input checked="" type="checkbox"/>	43. PELVIC (Females only) (Check how done)	
<input type="checkbox"/> VAGINAL <input type="checkbox"/> RECTAL		

NOTES. (Describe every abnormality in detail. Enter pertinent item number before each comment. Continue on item 73 and use additional sheets if necessary.)

RESULTS
HGB GMS 14.8
100ML 4.5
HCT % 45
WBC $\times 10^3$ 5.8
NEUT % 41
BAND % 4.1
LYMPH % 49.5
EOS % 2
BASO % 1.5
MONOS % 2.3
PLATELET $\times 10^3$ 230
Small internal hemorrhoid palpable at 6 o'clock
3/10/70

REC-125

67-447987-172
Searched _____ Numbered _____
7 AUG 31 1970

(Continue in item 73)

44. DENTAL (Place appropriate symbols, shown in examples, above or below number of upper and lower teeth.)																REMARKS AND ADDITIONAL DENTAL DEFECTS AND DISEASES																						
<table border="0"><tr><td>0 1 2 3 Restorable 32 31 30 teeth</td><td>1 2 3 Non- 32 31 30 restorable teeth</td><td>1 2 3 Missing 32 31 30 teeth</td><td>1 2 3 Replaced 32 31 30 by dentures</td><td>1 2 3 Fixed 32 31 30 Partial dentures</td></tr><tr><td>R I G H T</td><td>1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24</td><td>25 26 27 28 29 30 31 32</td><td colspan="10"></td><td>L E F T</td></tr></table>																0 1 2 3 Restorable 32 31 30 teeth	1 2 3 Non- 32 31 30 restorable teeth	1 2 3 Missing 32 31 30 teeth	1 2 3 Replaced 32 31 30 by dentures	1 2 3 Fixed 32 31 30 Partial dentures	R I G H T	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24	25 26 27 28 29 30 31 32											L E F T	Exam Type 3 Class 2 NCO			
0 1 2 3 Restorable 32 31 30 teeth	1 2 3 Non- 32 31 30 restorable teeth	1 2 3 Missing 32 31 30 teeth	1 2 3 Replaced 32 31 30 by dentures	1 2 3 Fixed 32 31 30 Partial dentures																																		
R I G H T	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24	25 26 27 28 29 30 31 32											L E F T																									

LABORATORY FINDINGS

45. URINALYSIS: A. SPECIFIC GRAVITY 1.026		46. CHEST X-RAY (Place, date, film number, and result)	
B. ALBUMIN NEG	D. MICROSCOPIC 0-2 WBC	20435-70 19594 SEE REPORT	
C. SUGAR NEG	47. SEROLOGY (Specify test used and result)	48. EKG WNL	49. BLOOD TYPE AND RH FACTOR
50. OTHER TESTS			

dated 1530

MEASUREMENTS AND OTHER FINDINGS																																										
51. HEIGHT 5'9"		52. WEIGHT 162		53. COLOR HAIR BROWN		54. COLOR EYES HAZEL		55. BUILD: <input type="checkbox"/> SLENDER <input type="checkbox"/> MEDIUM <input type="checkbox"/> HEAVY <input type="checkbox"/> OBESE				56. TEMPERATURE																														
57. BLOOD PRESSURE (Arm at heart level)						58. PULSE (Arm at heart level)																																				
A. SITTING SYS. 140 DIAS. 90		B. RECUMBENT SYS. 140 DIAS. 90		C. STANDING (3 min.) SYS. DIAS.		A. SITTING 62		B. AFTER EXERCISE		C. 2 MIN. AFTER		D. RECUMBENT		E. AFTER STANDING 3 MIN.																												
59. DISTANT VISION						60. REFRACTION						61. NEAR VISION																														
RIGHT 20/20 - 1 CORR. TO 20/						BY S. CX						J 5 CORR. TO BY																														
LEFT 20/20 - 1 CORR. TO 20/						BY S. CX						J 5 CORR. TO BY																														
62. HETEROPHORIA (Specify distance)																																										
ES°		EX°		R. H.		L. H.		PRISM DIV.		PRISM CONV. CT		PC		PD																												
63. ACCOMMODATION				64. COLOR VISION (Test used and result)				65. DEPTH PERCEPTION (Test used and score)				UNCORRECTED																														
RIGHT LEFT				Farnsworth 19								CORRECTED																														
66. FIELD OF VISION				67. NIGHT VISION (Test used and score)				68. RED LENS TEST				69. INTRAOCULAR TENSION																														
normal 00												70 123 71 95 123																														
70. HEARING				71. AUDIOMETER								72. PSYCHOLOGICAL AND PSYCHOMOTOR (Tests used and score)																														
RIGHT WV 15 /15 SV 15 /15				<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td></td> <td>250 256</td> <td>500 512</td> <td>1000 1024</td> <td>2000 2048</td> <td>3000 2896</td> <td>4000 4096</td> <td>6000 6144</td> <td>8000 8192</td> </tr> <tr> <td>RIGHT</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>LEFT</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>									250 256	500 512	1000 1024	2000 2048	3000 2896	4000 4096	6000 6144	8000 8192	RIGHT									LEFT												
	250 256	500 512	1000 1024	2000 2048	3000 2896	4000 4096	6000 6144	8000 8192																																		
RIGHT																																										
LEFT																																										
73. NOTES (Continued) AND SIGNIFICANT OR INTERVAL HISTORY																																										

(Use additional sheets if necessary)

74. SUMMARY OF DEFECTS AND DIAGNOSES (List diagnoses with item numbers)																							
75. RECOMMENDATIONS—FURTHER SPECIALIST EXAMINATIONS INDICATED (Specify)																							
76. A. PHYSICAL PROFILE																							
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>P</td> <td>U</td> <td>L</td> <td>H</td> <td>E</td> <td>S</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </table>												P	U	L	H	E	S						
P	U	L	H	E	S																		
77. EXAMINEE (Check)																							
A. <input checked="" type="checkbox"/> IS QUALIFIED FOR B. <input type="checkbox"/> IS NOT QUALIFIED FOR																							
78. IF NOT QUALIFIED, LIST DISQUALIFYING DEFECTS BY ITEM NUMBER																							
79. TYPED OR PRINTED NAME OF PHYSICIAN																							
F. H. CONCORAN LCDR (MC) USN																							
80. TYPED OR PRINTED NAME OF PHYSICIAN																							
81. TYPED OR PRINTED NAME OF DENTIST OR PHYSICIAN (Indicate which)																							
R. R. EKLIND, DC, USN																							
82. TYPED OR PRINTED NAME OF REVIEWING OFFICER OR APPROVING AUTHORITY																							

PATIENT'S LAST NAME - FIRST NAME - MIDDLE NAME

GRAY, ARBOR WILLIAM

FB/

REGISTER NO.

FB/

WARD NO.

PE. RM 209

AGE

48

SEX

M

(Check one)

☐ BEDSIDE, WHEELCHAIR, OR STRETCHER

☐ BED PATIENT

☒ AMBULATORY

EXAMINATION REQUESTED

CARDIAC SERIES

(Above space for mechanical imprinting, if used)

PERTINENT CLINICAL HISTORY, OPERATIONS, PHYSICAL FINDINGS, AND PROVISIONAL DIAGNOSIS

ANNUAL PE.

FILM NO.

20 435-70

DATE OF REQUEST

REQUESTED BY

RADIOGRAPHIC REPORT

There are no abnormal deviations of the barium filled esophagus. Cardiac silhouette remains upper limits normal.

Impression: Normal cardiac series

19594

DATE OF REPORT:

SIGNATURE: (Specify location of laboratory if not part of requesting facility)

O. J. Festerhuis LCDR/USN

Standard Form 519-A (Rev. Aug. 1954)
Promulgated by Bureau of the Budget
Circular A-32 (Rev.)

RADIOGRAPHIC REPORT
519-207

(NAME OF HOSPITAL OR OTHER MEDICAL FACILITY)

67-447727-172

PATIENT'S LAST NAME - FIRST NAME - MIDDLE NAME

GRAY, ARBOR William

(2491)

REGISTER NO.

PE RM 209

WARD NO.

AGE 48 SEX M

(Check one)

☐ BEDSIDE, WHEELCHAIR, OR STRETCHER

☐ BED PATIENT

☒ AMBULATORY

EXAMINATION REQUESTED

FBI

PA + lat. Chest

(Above space for mechanical imprinting, if used)

PERTINENT CLINICAL HISTORY, OPERATIONS, PHYSICAL FINDINGS, AND PROVISIONAL DIAGNOSIS

ANNUAL PE

FILM NO. 20435-70

DATE OF REQUEST 7-8-70

REQUESTED BY Dr Fox

RADIOGRAPHIC REPORT

7-9-70

PA AND LATERAL FILMS OF THE CHEST of 7-8-70: The cardiac silhouette is at the upper limits of normal with somewhat of a left ventricular configuration. If clinically indicated, suggest cardiac series to rule out specific chamber enlargement.

P. GROTENHUIS

LT MC USN

7-13 vm

1959

DATE OF REPORT:

SIGNATURE: (Specify location of laboratory if not part of requesting facility)

NMCE

(NAME OF HOSPITAL OR OTHER MEDICAL FACILITY)

Standard Form 519-A (Rev. Aug. 1954)
Promulgated by Bureau of the Budget
Circular A-32 (Rev.)

RADIOGRAPHIC REPORT
519-207

67-447977-172

**Attachment to Standard Form 88, Report of Medical Examination
For Information and Guidance of Medical Examiner**

Name of Examinee _____
(Type or print)

GRAY, ARBOR William *MS*
Last First Middle

The following portions of the attached examination report form need not be completed:

3	9	62	69
4	11	65	72
8	14	67	76
	17	68	

45, 46, 47 and 49; required for all Special Agent and FBI National Academy applicants but not for any other applicant unless the examining physician deems one, two, three or all four of the examinations necessary. 45, 46 and 47 are required in examination of any current employee.

48. Not required unless examinee is over 35 years of age or examination indicates such is desirable.

71. Audiometer examinations should be afforded whenever possible for all Special Agent applicants and Special Agents. Applicants for the Special Agent position will not be accepted if the hearing loss exceeds a 15 decibel average in either ear in the conversational speech range (500, 1000, 2000 cycles).

For All Examinees, Whether Clerical or Special Agent Applicants or Employees:

The medical examiner should answer the following question:

Examinee ☒ is ☐ is not qualified for strenuous physical exertion.

To be Answered in the Case of All Male Employees and Male Applicants:

1. Does examinee have any defects restricting or prohibiting his participation in defensive tactics and dangerous assignments which might entail the practical use of firearms?

☒ No ☐ Yes If "yes" please specify defects. _____

2. Does examinee have any defects prohibiting safe operation of motor vehicles?

☒ No ☐ Yes If "yes" please specify defects. _____

3. For safe driving of motor vehicles, Civil Service Commission requires distant vision must test at least 20/40 in one eye and 20/100 in the other, corrected or uncorrected. Should examinee wear corrective glasses while operating a motor vehicle? ☐ Yes ☒ No

If recommendation is based on a factor other than above standard, indicate basis _____

67-477-112

REC'D-ADMIN. DIV.
FBI

Desirable Weight Ranges for Males

AUG 20 8 51 AM 1970

Height	Small Frame	Medium Frame	Large Frame
5'4"	117 - 125	123 - 135	131 - 148
5'5"	120 - 129	126 - 139	134 - 152
5'6"	124 - 133	130 - 143	138 - 157
5'7"	128 - 137	134 - 148	143 - 162
5'8"	132 - 141	138 - 152	147 - 166
5'9"	136 - 146	142 - 156	151 - 170
5'10"	140 - 150	146 - 161	155 - 175
5'11"	144 - 154	150 - 166	160 - 180
6'	148 - 158	154 - 171	164 - 185
6'1"	152 - 163	158 - 176	169 - 190
6'2"	156 - 167	163 - 181	174 - 195
6'3"	160 - 171	168 - 186	178 - 200
6'4"	169 - 180	178 - 196	188 - 210
6'5"	174 - 185	182 - 202	192 - 216

4. Examinee's frame is ☐ small ☐ medium ☒ large

5. Considering above weight table, the examinee's frame, and other individual physical characteristics, I consider his present weight ☒ Satisfactory ☐ Excessive ☐ Deficient

6. Under proper medical supervision, employee should ☐ lose _____ pounds

☐ gain _____ pounds

Remarks: _____


Signature of Medical Examiner


Date

PERSONAL

Dear Gray:

The history of the FBI has been a constant series of new and increasing challenges. Due to the hard work and personal sacrifices of our many associates, the Bureau today occupies a position of great respect and esteem in the field of law enforcement. Your interest in the work of the Bureau and the fine manner in which you have performed each added responsibility are noteworthy and it is indeed reassuring to know we have individuals such as you upon whom we can rely.

I trust the future will give you continued reason to remain with us and assist in meeting the unceasing demands placed upon the Bureau.

With best wishes and kind regards,

Sincerely,

Enclosure

1 - Mr. C. D. Brennan (Personal Attention)

LDH:lgg

(4) 67-447989

(Salutation Per File)

MAIL ROOM ☐ TELETYPE UNIT ☐

FORWARDED BY ^{5:00 PM} TO MR. C. D. BRENNAN, JR. ON
AT 11:12 AM. ON 11-5-70
RECEIVED BY 11:40 AM

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: Arbor W. Gray

Where Assigned: Domestic Intelligence Internal Security
(Division) (Section, Unit)

Official Position Title and Grade: Supervisory Special Agent, GS-16

Rating Period: from 4/1/70 to 3/31/71

ADJECTIVE RATING: Excellent
Outstanding, Excellent, Satisfactory, Unsatisfactory

Employee's
Initials

AG

Rated by:

Joseph A. Dwyer
Signature

Inspector
Title

3/31/71
Date

Reviewed by:

Charles J. Gennaro
Signature

Assistant Director
Title

4/1/71
Date

Rating Approved by:

W. H. Sullivan
Signature

Assistant Director
Title

APR 22 1971
Date

TYPE OF REPORT

☒ Official
☒ Annual

☐ Administrative
☐ 60-Day
☐ 90-Day
☐ Transfer
☐ Separation from Service
☐ Special

5 MAY 6 1971
77

3 years

**PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL
CHECKLIST AND NARRATIVE COMMENTS**
(For use as attachment to Performance Rating Form FD-185)

Name of Employee Arbor W. Gray

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

- RATE ITEMS AS FOLLOWS:** (See Manual of Rules and Regulations for detailed instructions.)
- + Outstanding (To warrant overall +, all rated elements must be +, and justified in writing.)
- E Excellent (Overall E must be supported by E or + on majority of items, including important elements.)
- ✓ Satisfactory
- Unsatisfactory (If any item so rated, overall adjective rating can be no better than Satisfactory.) Any unsatisfactory item or overall Unsatisfactory rating must be supported in writing.
- 0 No opportunity to appraise. In other responses, use "X."

(Use INK for Checklist - DO NOT TYPE)

RESPOND TO EVERY ITEM

- + 1. Personal appearance.
- + 2. Personality and effectiveness of his personal contacts.
- + 3. Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability, and willingness to equitably share work load).
- + 4. Physical fitness (including health, energy, stamina). Any physical limitations affecting performance? ☐ Yes ☒ No. Has employee used more sick leave (including annual leave or LWOP for illness) during the rating period than the amount of sick leave earned during such period? ☐ Yes ☒ No. If answer to either is yes, explain.
- + 5. Resourcefulness, ingenuity, and initiative.
- E 6. Forcefulness and aggressiveness as required.
- + 7. Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.
- + 8. Planning of work.
- + 9. Accuracy and attention to pertinent detail.
- + 10. Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines, unless failure to meet is attributable to causes beyond employee's control.
- + 11. Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.
- E 12. Performance results (rate if applicable and mark others 0) + A. Internal Security; 0 B. Criminal or General Investigative; 0 C. Fugitive; 0 D. Applicant; 0 E. Accounting; 0 F. Other, such as Supervisor.
Comment on type of work handled entire rating period, including performance in other divisions, and appraisal of overall work performance:

At the outset of this rating period Mr. Gray was Chief of the Sino-Satellite Section. He was subsequently designated as Chief of the Internal Security Section when the Division was re-organized in December, 1970. He is a highly experienced Section Chief, is versatile, and has functioned effectively in all of his assignments. He has had extensive experience in all phases of internal security work and has a broad knowledge of matters being supervised in his Section.

Gray makes a fine personal appearance and over the years has frequently represented the Bureau on speaking assignments. He is enthusiastic, aggressive, and evidences much interest in the responsibilities of the Internal Security Section. He is a very competent Section Chief and is entitled to the overall rating of Excellent.

Complexity of matters handled: ☐ None ☐ Moderate ☒ Most complicatedDegree of supervision required: ☐ Above average ☐ Average ☒ Minimum ☐ None

- A. Is employee available wherever needs of service require for general assignment? ☒ Yes ☐ No Special assignment? ☒ Yes ☐ No
- B. Is employee qualified to operate a motor vehicle incidental to his official duties? ☒ Yes ☐ No
If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
(b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.

C. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, Accountant, or as Resident Agent, supervisor, instructor, etc.):

Sections, DID Section Chief, Sino-Satellite and Internal SecurityADJECTIVE RATING: ExcellentEMPLOYEE'S INITIALS AG

(Outstanding, Excellent, Satisfactory, Unsatisfactory)

(Checklist and Narrative Comments continued)

- E 13. Firearms.
T 14. Development of informants and sources of information. Comment on weaknesses or justify limited participation.

During rating period developed _____ informants; _____ potential informants.

Mr. Gray has as one of his responsibilities the overall supervision of informant development in the Communist and related fields, and is highly experienced in this area.

- T 15. Reporting: (Consider conciseness, clarity, organization, thoroughness, accuracy, adequacy and pertinency of leads, and administrative detail.)

0 A. Reports; T B. Memos, letters, wires.

- T 16. Performance as a witness. ☐ During rating period; ☒ Based on past performance; ☐ No experience.

- T 17. Executive evaluation (approved Supervisors, Relief Supervisors, Alternate Senior and Senior Resident Agents; underline applicable.)

T A. Leadership

T F. Devising procedures

T B. Ability to handle personnel

T G. Promoting high morale

T C. Making decisions

T H. Getting results

T D. Assignment of work

T I. Furthering equal employment opportunity

T E. Training subordinates

- 0 18. Raids and dangerous assignments; _____ A. As leader; _____ B. As participant.

- 0 19. Miscellaneous. Specify and rate:

_____ Dictation; _____ Applicant recruitment; _____ Other _____

- 0 20. Police Instruction: ☐ Qualified ☐ Participated ☐ Audited

21. Foreign Language Ability: Proficient in N.A. language(s).

Can handle typical investigative problems as follows:

A. Conversation form _____ (language) ☐ Excellent ☐ Very Good ☐ Good ☐ Fair ☐ Unsatisfactory

B. Written form _____ (language) ☐ Excellent ☐ Very Good ☐ Good ☐ Fair ☐ Unsatisfactory

Frequency _____ language ability used during rating period _____.

Anticipated use during ensuing year _____.

22. Administrative Advancement: ☐ (Check block if not interested.)

A. ☒ Yes ☐ No Agent is completely available for administrative advancement.

B. ☒ Yes ☐ No Agent is considered qualified for administrative advancement, including experience, ability, personality and appearance.

C. If answer to B is "Yes," Agent's qualifications are considered ☐ Very Good ☐ Excellent ☒ Outstanding

Explain if interested but not now qualified.

23. Number of Incentive Awards 0.

Commendations received from Director: Individual / Through Superior _____.

Suggestions submitted _____.

If none, check block ☐.

24. Disciplinary Action and Justification for any Unsatisfactory Items. ☒ None
(List items taken into consideration on Checklist.)

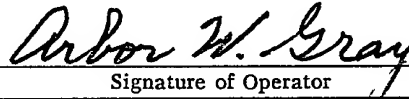
EMPLOYEE'S INITIALS AG

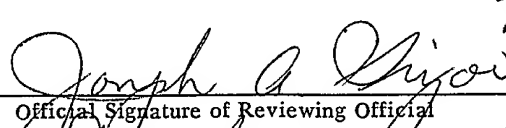
Operator's Road Test and Driving Certification
FD-288 (Rev. 10-19-66)

TO: Director, FBI

FROM:

CERTIFICATION

TO BE FILLED IN BY OPERATOR	Name of Operator (Print - Last, First, Middle Initial) Gray, Arbor W.		Date 3/31/71
	Division and Section Assigned Security Domestic Intelligence Div, Internal		<input checked="" type="checkbox"/> Agent <input type="checkbox"/> Clerk
	This is to certify that I presently hold a valid motor vehicle operator's permit or driver's license as follows:		
	Permit Issued By: (State, Territory Possession, District) Maryland	Permit Number G-600-071-887-539 R	Permit Expires 7/72
	This is an <input checked="" type="checkbox"/> unrestricted <input type="checkbox"/> restricted permit. (If restricted, explain below)		
<input type="checkbox"/> Glasses <input type="checkbox"/> Contact lenses are required for driving <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
This further certifies that during the past three years I have driven a motor vehicle (government or personally owned) approximately 66,000 miles. During this time (a) I <input type="checkbox"/> have <input checked="" type="checkbox"/> have not received a traffic violation ticket; (b) I <input type="checkbox"/> have <input checked="" type="checkbox"/> have not been held at fault* as the driver of a motor vehicle involved in a traffic accident. (If affirmative answer, explain below, giving number and dates of offenses.) I further understand that when operating a Government vehicle I must assume responsibility for payment of any damage to same should I be found at fault.* I also understand the Government does not provide insurance coverage for damage to its vehicles.			
* "At fault" means any case in which responsibility is conceded by employee or his insurance company or liability is fixed by duly constituted authority or administratively by the Bureau.			
<div style="text-align: right;"> Signature of Operator</div>			

TO BE FILLED IN BY REVIEWING OFFICIAL	The personnel file of this employee has been reviewed and indicates the following information concerning the operation of a motor vehicle during the past three years:	
	<input checked="" type="checkbox"/> Continuous safe driving record	
	<input type="checkbox"/> Involved in traffic accident and found at fault**	
	I certify that this employee is:	
	<input checked="" type="checkbox"/> Qualified on the basis of his safe driving record to operate motor vehicles on official business	
<input type="checkbox"/> Not qualified and must demonstrate his qualifications by satisfactorily passing a road test examination before operating a motor vehicle on official business		
Remarks:		
<input type="checkbox"/> Issue <input type="checkbox"/> Renew Operator's Identification Card - SF-46		
** "At fault" means any case in which the Bureau has taken disciplinary or administrative action against the employee.		
7-101 NOT RECORDED (Over for Operator's Road Test Score Sheet)		
<div style="text-align: right;"> Official Signature of Reviewing Official Title Supervisor Date 3/24/71</div>		

RESULTS OF ROAD TEST

Vehicle Used in Test				Local of Test	
Make	Body Type	Year	City	State	
Transmission <input type="checkbox"/> Automatic <input type="checkbox"/> Manual		Date	Time	Examiner's Signature	
Instructions to Examiner Place check mark (✓) in space beside each error committed. If same error is repeated, add a check mark for each repetition. Multiply point value of each error (shown in box at left of each error listing) by number of check marks, placing total points for each category in box at lower right of each block. To obtain final score, total number of points scored in all categories.				TEST SCORE <div style="border: 1px solid black; width: 100px; height: 30px; margin: 5px auto;"></div>	
PASSING GRADE: Total Score of 25 Points or Less FAILING GRADE: Total Score of 26 Points or More Note Results in Box at Right of Instruction Block				Total Error Points Pass <input type="checkbox"/> Fail <input type="checkbox"/>	
Check List					
1. Checking Vehicle Fails to: <input type="checkbox"/> — Adjust Rear-view Mirror <input type="checkbox"/> — Adjust Seat Properly <input type="checkbox"/> — Check Effectiveness of Hand & Foot Brake <input type="checkbox"/> — Check Windshield Wipers <input type="checkbox"/> — Check Horn and All Lights			2. Leaving Curb Fails to: <input type="checkbox"/> — Look Back to Check Traffic <input type="checkbox"/> — Give Proper Signal (Mechanical or Hand) <input type="checkbox"/> — Wait for Approaching Traffic		
# of Points			# of Points		
3. Turning Fails to: <input type="checkbox"/> — Give Proper Signal (Mechanical or Hand) <input type="checkbox"/> — Turn Carefully From Proper Lane			4. Backing Fails to: <input type="checkbox"/> — Observe Surrounding Conditions <input type="checkbox"/> — Back Slowly and Smoothly and Avoid Excessive Curb Contact		
# of Points			# of Points		
5. Controls Fails to: <input type="checkbox"/> — Handle Vehicle Smoothly <input type="checkbox"/> — Keep Both Hands on Wheel <input type="checkbox"/> — Smoothly Engage Shifting Mechanism <input type="checkbox"/> — Use Brakes Properly			6. Speed <input type="checkbox"/> — Exceeds Limit <input type="checkbox"/> — Too Slow for Traffic Conditions <input type="checkbox"/> — Too Fast for Traffic Conditions		
# of Points			# of Points		
7. Position on Roadway <input type="checkbox"/> — Follows too Closely <input type="checkbox"/> — Fails to Hold Proper Lane <input type="checkbox"/> — Straddles Lane Markings			8. Overtaking - Passing <input type="checkbox"/> — Misjudges Speed of Oncoming Traffic <input type="checkbox"/> — Passes in Intersection, on Hill, Curve, etc. <input type="checkbox"/> — Cuts in too Soon <input type="checkbox"/> — Fails to Signal (Hand, Light, Horn) When Conditions Warrant		
# of Points			# of Points		
9. Parking Fails to: <input type="checkbox"/> — Avoid Violent Bumping of Other Cars or Excessive Scraping of Curb <input type="checkbox"/> — Set Hand Brake <input type="checkbox"/> — Cramp Wheels Where Necessary			10. Railroad and School Zones Fails to: <input type="checkbox"/> — Obey Signals and Caution Warnings <input type="checkbox"/> — Be Alert for Unusual Conditions		
# of Points			# of Points		
11. Attention Fails to: <input type="checkbox"/> — Anticipate Hazardous Traffic Conditions (Including Pedestrians) <input type="checkbox"/> — Keep Full Attention on Operation of Car <input type="checkbox"/> — Limit Talking to Minimum <input type="checkbox"/> — Observe Posted Signs or Signals			12. General <input type="checkbox"/> — Nervous and Hesitant While Operating at Maximum Speeds Allowed on Open Highway <input type="checkbox"/> — Lack of Caution <input type="checkbox"/> — Timidity or Lack of Assurance Under Normal Driving Conditions		
# of Points			# of Points		

Remarks:

February 24, 1971

Mr. Albert Hughes
Director
Political Science Department
Appalachian State University
Boone, North Carolina 28607

Dear Mr. Hughes:

I have received your letter of February 10th and want to thank you for the generous remarks about Special Agent Gray. Your high regard for his past appearances at your Institute on Constitutional Democracy and Totalitarianism is gratifying and he shares my appreciation for your thoughtfulness.

It will not be possible for Mr. Gray to appear before your Institute this year because of his extremely heavy schedule. However, Special Agent Joseph M. Sizoo of our Headquarters Staff is well qualified to speak on the topic of interest to you and would enjoy making this presentation. If this arrangement is satisfactory with you, please contact him directly here at FBI Headquarters regarding the specific date and any other details which may be necessary.

Sincerely yours,

1 - Charlotte - Enclosure

3 - Mr. C. D. Brennan - Enclosures (3)

Personal Attention: Bring to the attention of Special Agents Arbor W. Gray and Joseph M. Sizoo.

(1) Personnel File of SA Arbor W. Gray - Enclosure

NOTE: Our files contain no record of correspondent. SAs Gray and Sizoo are assigned to the Domestic Intelligence Division.

FMG:llk (9)

DUPLICATE YELLOW

Appalachian

STATE UNIVERSITY

Political Science Department

Boone, North Carolina 28607

February 16, 1971

Mr. J. Edgar Hoover
Office of the Director.
Federal Bureau of Investigation
United States Department of Justice
Washington, D. C. 20535

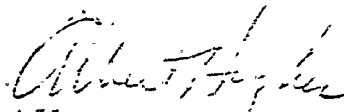
Dear Mr. Hoover:

In previous years, excluding 1970, our Institute on Constitutional Democracy and Totalitarianism has been fortunate in having a representative from the FBI speak on the problems of subversion in the United States. Mr. Arbor Gray has done a magnificent job for us in the past. His speaking ability and tactfulness with our participants has impressed us. We are requesting your cooperation in allowing Mr. Gray to be a guest speaker sometime during the period of July 19 to August 14.

It is felt that these contacts by members of the FBI with school teachers has been fruitful in reducing suspicion of bureaucracy in generally and the FBI in particular.

Thank you for consideration of this request.

Sincerely,



Albert Hughes
Director

AH/mlp

FEDERAL BUREAU OF INVESTIGATION

NAME: LAST, FIRST, MIDDLE GRAY ARTHUR W	SOCIAL SECURITY NUMBER 529-14-8445
--	---

NOTIFICATION OF BASIC CHANGE

CODE-NATURE OF ACTION		EFFECTIVE DATE	DATE OF LAST EQUIV. INCR.
<input type="checkbox"/> 892—QUALITY INCREASE	<input type="checkbox"/> 896—ADMIN. PAY INCREASE	1/11/71	1/1/70
<input checked="" type="checkbox"/> 893—WITHIN GRADE INCREASE	<input type="checkbox"/> 897—ADMIN. PAY DECREASE		
<input type="checkbox"/> 894—PAY ADJUSTMENT	OTHER (SPECIFY IN REMARKS)		
GRADE OR LEVEL GS-11	STEP OR RATE STEP 4	OLD SALARY \$30,000.00	NEW SALARY \$30,240.00

DATA ON UNPAID ABSENCE

PERIOD(S)	TOTAL EXCESS	IN PAY STATUS AT END OF WAITING PERIOD YES	INITIALS J. Edgar Hoover
-----------	--------------	---	-----------------------------

☒ EMPLOYEE'S WORK IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

☐ EMPLOYEE'S PERFORMANCE RATING IS SATISFACTORY OR BETTER.

REMARKS:

NOT RECORDED
16 JAN 20 1971

J. Edgar Hoover

JOHN EDGAR HOOVER
DIRECTOR

1/11/71
(DATE)

PERSONNEL FILE COPY

REPORT OF MEDICAL EXAMINATION

1. LAST NAME—FIRST NAME—MIDDLE NAME
GRAY, ARBOR WILLIAM

2. GRADE AND COMPONENT OR POSITION
S.A.

3. IDENTIFICATION NO.
5-01-91

4. HOME ADDRESS (Number, street or RFD, city or town, State and ZIP Code)

5. PURPOSE OF EXAMINATION
ANNUAL

6. DATE OF EXAMINATION
7-13-71

7. SEX
M

8. RACE

9. TOTAL YEARS GOVERNMENT SERVICE
MILITARY CIVILIAN

10. AGENCY

11. ORGANIZATION UNIT

12. DATE OF BIRTH
7-7-22

13. PLACE OF BIRTH
R.I.

14. NAME, RELATIONSHIP, AND ADDRESS OF NEXT OF KIN

15. EXAMINING FACILITY OR EXAMINER AND ADDRESS
NUMC

16. OTHER INFORMATION

17. RATING OR SPECIALTY

TIME IN THIS CAPACITY (Total) LAST SIX MONTHS

CLINICAL EVALUATION

NOR-MAL	(Check each item in appropriate column; enter "NE" if not evaluated.)	ABNOR-MAL
	18. HEAD, FACE, NECK, AND SCALP	
	19. NOSE	
	20. SINUSES	
	21. MOUTH AND THROAT	
	22. EARS—GENERAL (Int. & ext. canals) (Auditory acuity under items 70 and 71)	
	23. DRUMS (Perforation)	
	24. EYES—GENERAL (Visual acuity and refraction under items 59, 60 and 67)	
	25. OPHTHALMOSCOPIC	
	26. PUPILS (Equality and reaction)	
	27. OCULAR MOTILITY (Associated parallel movements, nystagmus)	
	28. LUNGS AND CHEST (Include breasts)	
	29. HEART (Thrust, size, rhythm, sounds)	
	30. VASCULAR SYSTEM (Varicosities, etc.)	
	31. ABDOMEN AND VISCERA (Include hernia)	
	32. ANUS AND RECTUM (Hemorrhoids, fistulae) (Prostate, if indicated)	X
	33. ENDOCRINE SYSTEM	
	34. G-U SYSTEM	
	35. UPPER EXTREMITIES (Strength, range of motion)	
	36. FEET	
	37. LOWER EXTREMITIES (Except feet) (Strength, range of motion)	
	38. SPINE, OTHER MUSCULOSKELETAL	
	39. IDENTIFYING BODY MARKS, SCARS, TATTOOS	
	40. SKIN, LYMPHATICS	
	41. NEUROLOGIC (Equilibrium tests under item 72)	
	42. PSYCHIATRIC (Specify any personality deviation)	
	43. PELVIC (Females only) (Check how done)	
	<input type="checkbox"/> VAGINAL <input type="checkbox"/> RECTAL	

NOTES. (Describe every abnormality in detail. Enter pertinent item number before each comment. Continue in item 73 and use additional sheets if necessary.)

32 - Polypoid mass on digital exam of rectum. Polyps. Internal hemorrhoids.

Reviewed by
D. MAC DONALD
8-11-71
RMP

RESULTS

15.0	HGB GMS
46	100ML
6.0	HCT %
11	WBC $\times 10^3$
	NEUT %
	BAND %
	LYMPH %
	EOS %
	BASO %
	MONOS %

RESULTS

10	CA++
3	INOR. PHOS.
3	GLU
6.4	BUN
2.6	URIC ACID
1.0	CHOL.
1.2	T.P.
1.2	ALB
1.2	T.BILI.
1.2	ALK. PHOS.
1.2	LDH
1.2	GOT

23 July 71
MICRO-ESS-NEG

ALB
SUGAR-NEG

5/6-1.022

SGOT-12

+P-7.2

67-4479-175

REC-1

(Continue in item 73)

REMARKS AND ADDITIONAL DENTAL DEFECTS AND DISEASES

Type 3
class 2
NCD

44. DENTAL (Place appropriate symbols, shown in examples, above or below number of upper and lower teeth.)

Upper Teeth										Lower Teeth									
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20

45. URINALYSIS: A. SPECIFIC GRAVITY **1.010**

B. ALBUMIN **NEG**

C. SUGAR **NEG**

46. CHEST X-RAY (Place, date, film number and result)
629-14-8448-NEG
19594-20435-78

47. SEROLOGY (Specify test used and result)
NEG

48. EKG
N.S.C.

49. BLOOD TYPE AND RH FACTOR
—

50. OTHER TESTS
(2) CLINIC
Su Pym - Procto

MEASUREMENTS AND OTHER FINDINGS

51. HEIGHT 69		52. WEIGHT 164		53. COLOR HAIR Brown		54. COLOR EYES Hazel		55. BUILD: <input type="checkbox"/> SLENDER <input checked="" type="checkbox"/> MEDIUM <input type="checkbox"/> HEAVY <input type="checkbox"/> OBESE		56. TEMPERATURE	
57. BLOOD PRESSURE (Arm at heart level)						58. PULSE (Arm at heart level)					
A. SITTING SYS. 130 DIAS. 68		B. RECUMBENT SYS. DIAS.		C. STANDING (3 min.) SYS. DIAS.		A. SITTING 60		B. AFTER EXERCISE		C. 2 MIN. AFTER	
59. DISTANT VISION RIGHT 20/40 LEFT 20/40		CORR. TO 20/20		60. REFRACTION BY S. CX		61. NEAR VISION 32		CORR. TO		BY	
62. HETEROPHORIA (Specify distance)		ES°		EX°		R. H.		L. H.		PRISM DIV.	
63. ACCOMMODATION RIGHT LEFT		64. COLOR VISION (Test used and result) 7/9 Farnsworth		65. DEPTH PERCEPTION (Test used and score)		UNCORRECTED		CORRECTED		69. INTRAOCULAR TENSION 5.5	
66. FIELD OF VISION NORMAL OU		67. NIGHT VISION (Test used and score)		68. RED LENS TEST		69. INTRAOCULAR TENSION 5.5		70. HEARING RIGHT WV 15 /15 SV 15 /15 LEFT WV 15 /15 SV 15 /15		71. AUDIOMETER 250 500 1000 2000 3000 4000 6000 8000 RIGHT LEFT	
72. PSYCHOLOGICAL AND PSYCHOMOTOR (Tests used and score)		73. NOTES (Continued) AND SIGNIFICANT OR INTERVAL HISTORY									

(Use additional sheets if necessary)

74. SUMMARY OF DEFECTS AND DIAGNOSES (List diagnoses with item numbers)

75. RECOMMENDATIONS—FURTHER SPECIALIST EXAMINATIONS INDICATED (Specify) Surgical proct consultation						76. A. PHYSICAL PROFILE					
						P U L H E S					
77. EXAMINEE (Check) A. <input checked="" type="checkbox"/> IS QUALIFIED FOR B. <input type="checkbox"/> IS NOT QUALIFIED FOR						B. PHYSICAL CATEGORY					
78. IF NOT QUALIFIED, LIST DISQUALIFYING DEFECTS BY ITEM NUMBER						A B C E					
79. TYPED OR PRINTED NAME OF PHYSICIAN						SIGNATURE					
80. TYPED OR PRINTED NAME OF PHYSICIAN						SIGNATURE					
81. TYPED OR PRINTED NAME OF DENTIST OR PHYSICIAN (Indicate which)						SIGNATURE					
82. TYPED OR PRINTED NAME OF REVIEWING OFFICER OR APPROVING AUTHORITY						SIGNATURE					
						NUMBER OF ATTACHED SHEETS					

Please return filled consent to PE PBT
T-18

CLINICAL RECORD

CONSULTATION SHEET

REQUEST

TO:

FROM: (Requesting ward, unit, or activity)

DATE OF REQUEST

REASON FOR REQUEST (Complaints and findings)

PHYSICAL EXAM ROOM

7/13/71

49 male has polypoid mass on digital
recto exam. Please perform

PROVISIONAL DIAGNOSIS

recto poly vs int. hemorrhoids

DOCTOR'S SIGNATURE

APPROVED

PLACE OF CONSULTATION

☐ BEDSIDE ☒ ON CALL

☐ EMERGENCY

☒ ROUTINE

CONSULTATION REPORT

Asymptomatic patient had rectal polyp discovered
@ Routine physical Exam.

Exam - External: Skin tag @ 5 o'clock
Rectal @ 6 o'clock a pink smooth
pedunculated lesion @ level of papillary
in sigmoid hemorrhoids
Sigmoidosc - was to 21cm
Deep Tang Rectal polyp (benign)
Disp Rubber band ligation of base
D) RTC to WK 7.30.71

#1

(Continued on reverse side)

SIGNATURE AND TITLE

DATE

IDENTIFICATION NO.

ORGANIZATION

PATIENT'S IDENTIFICATION (For typed or written entries give: Name—last, first, middle; grade; date; hospital or medical facility)

REGISTER NO.

WARD NO.

CONSULTATION SHEET
Standard Form 513
513-104-02

CC Hayne
7/23/71
Fing 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 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1017, 1018, 1019, 1020, 1021, 1022, 1023, 1024, 1025, 1026, 1027, 1028, 1029, 1030, 1031, 1032, 1033, 1034, 1035, 1036, 1037, 1038, 1039, 1040, 1041, 1042, 1043, 1044, 1045, 1046, 1047, 1048, 1049, 1050, 1051, 1052, 1053, 1054, 1055, 1056, 1057, 1058, 1059, 1060, 1061, 1062, 1063, 1064, 1065, 1066, 1067, 1068, 1069, 1070, 1071, 1072, 1073, 1074, 1075, 1076, 1077, 1078, 1079, 1080, 1081, 1082, 1083, 1084, 1085, 1086, 1087, 1088, 1089, 1090, 1091, 1092, 1093, 1094, 1095, 1096, 1097, 1098, 1099, 1100, 1101, 1102, 1103, 1104, 1105, 1106, 1107, 1108, 1109, 1110, 1111, 1112, 1113, 1114, 1115, 1116, 1117, 1118, 1119, 1120, 1121, 1122, 1123, 1124, 1125, 1126, 1127, 1128, 1129, 1130, 1131, 1132, 1133, 1134, 1135, 1136, 1137, 1138, 1139, 1140, 1141, 1142, 1143, 1144, 1145, 1146, 1147, 1148, 1149, 1150, 1151, 1152, 1153, 1154, 1155, 1156, 1157, 1158, 1159, 1160, 1161, 1162, 1163, 1164, 1165, 1166, 1167, 1168, 1169, 1170, 1171, 1172, 1173, 1174, 1175, 1176, 1177, 1178, 1179, 1180, 1181, 1182, 1183, 1184, 1185, 1186, 1187, 1188, 1189, 1190, 1191, 1192, 1193, 1194, 1195, 1196, 1197, 1198, 1199, 1200, 1201, 1202, 1203, 1204, 1205, 1206, 1207, 1208, 1209, 1210, 1211, 1212, 1213, 1214, 1215, 1216, 1217, 1218, 1219, 1220, 1221, 1222, 1223, 1224, 1225, 1226, 1227, 1228, 1229, 1230, 1231, 1232, 1233, 1234, 1235, 1236, 1237, 1238, 1239, 1240, 1241, 1242, 1243, 1244, 1245, 1246, 1247, 1248, 1249, 1250, 1251, 1252, 1253, 1254, 1255, 1256, 1257, 1258, 1259, 1260, 1261, 1262, 1263, 1264, 1265, 1266, 1267, 1268, 1269, 1270, 1271, 1272, 1273, 1274, 1275, 1276, 1277, 1278, 1279, 1280, 1281, 1282, 1283, 1284, 1285, 1286, 1287, 1288, 1289, 1290, 1291, 1292, 1293, 1294, 1295, 1296, 1297, 1298, 1299, 1300, 1301, 1302, 1303, 1304, 1305, 1306, 1307, 1308, 1309, 1310, 1311, 1312, 1313, 1314, 1315, 1316, 1317, 1318, 1319, 1320, 1321, 1322, 1323, 1324, 1325, 1326, 1327, 1328, 1329, 1330, 1331, 1332, 1333, 1334, 1335, 1336, 1337, 1338, 1339, 1340, 1341, 1342, 1343, 1344, 1345, 1346, 1347, 1348, 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1847, 1848, 1849, 1850, 1851, 1852, 1853, 1854, 1855, 1856, 1857, 1858, 1859, 1860, 1861, 1862, 1863, 1864, 1865, 1866, 1867, 1868, 1869, 1870, 1871, 1872, 1873, 1874, 1875, 1876, 1877, 1878, 1879, 1880, 1881, 1882, 1883, 1884, 1885, 1886, 1887, 1888, 1889, 1890, 1891, 1892, 1893, 1894, 1895, 1896, 1897, 1898, 1899, 1900, 1901, 1902, 1903, 1904, 1905, 1906, 1907, 1908, 1909, 1910, 1911, 1912, 1913, 1914, 1915, 1916, 1917, 1918, 1919, 1920, 1921, 1922, 1923, 1924, 1925, 1926, 1927, 1928, 1929, 1930, 1931, 1932, 1933, 1934, 1935, 1936, 1937, 1938, 1939, 1940, 1941, 1942, 1943, 1944, 1945, 1946, 1947, 1948, 1949, 1950, 1951, 1952, 1953, 1954, 1955, 1956, 1957, 1958, 1959, 1960, 1961, 1962, 1963, 1964, 1965, 1966, 1967, 1968, 1969, 1970, 1971, 1972, 1973, 1974, 1975, 1976, 1977, 1978, 1

FBI

please return first consent to
CLINICAL RECORD CONSULTATION SHEET *PE. RM. 7-18*

REQUEST		
TO: <i>PROCTO</i>	FROM: (requesting ward, unit, or activity) <i>PE. RM.</i>	DATE OF REQUEST <i>X</i>
REASON FOR REQUEST (Complaints and findings)		

FOLLOW UP Jan. 7-23-71

PROVISIONAL DIAGNOSIS

DOCTOR'S SIGNATURE <i>PER. PROCTO - CLINIC</i>	APPROVED	PLACE OF CONSULTATION <input type="checkbox"/> BEDSIDE <input type="checkbox"/> ON CALL	<input type="checkbox"/> EMERGENCY <input checked="" type="checkbox"/> ROUTINE
CONSULTATION REPORT			

*Rectal Exam: All splenic tone. Polyp
not felt. Rubber band felt
mass below it.*

*Anoscopic Exam: Polyp absent. Rubber band in
place to edematous area 5 x 1 cm in
size inferior to stump of polyp.*

Imp: Polyp degenerated 2° to absent & supply

#2

(Continued on reverse side)			
SIGNATURE AND TITLE <i>[Signature]</i>	DATE <i>1/30/71</i>	IDENTIFICATION NO.	ORGANIZATION
PATIENT'S IDENTIFICATION (For typed or written entries give: Name—last, first, middle; grade; date; hospital or medical facility)		REGISTER NO. <i>5-01-91</i>	WARD NO.

*GRAY, A.W. (M)
FBI*

**Attachment to Standard Form 88, Report of Medical Examination
For Information and Guidance of Medical Examiner**

Name of Examinee _____
(Type or print)

GRAY, ARBOR WILLIAM
Last First Middle

The following portions of the attached examination report form need not be completed:

3	9	62	69
4	11	65	72
8	14	67	76
	17	68	

45, 46, 47 and 49; required for all Special Agent and FBI National Academy applicants but not for any other applicant unless the examining physician deems one, two, three or all four of the examinations necessary. 45, 46 and 47 are required in examination of any current employee.

48. Not required unless examinee is over 35 years of age or examination indicates such is desirable.

71. Audiometer examinations should be afforded whenever possible for all Special Agent applicants and Special Agents. Applicants for the Special Agent position will not be accepted if the hearing loss exceeds a 15 decibel average in either ear in the conversational speech range (500, 1000, 2000 cycles).

For All Examinees, Whether Clerical or Special Agent Applicants or Employees:

The medical examiner should answer the following question:

Examinee ☒ is ☐ is not qualified for strenuous physical exertion.

To be Answered in the Case of All Male Employees and Male Applicants:

1. Does examinee have any defects restricting or prohibiting his participation in defensive tactics and dangerous assignments which might entail the practical use of firearms?

☒ No ☐ Yes If "yes" please specify defects. _____

2. Does examinee have any defects prohibiting safe operation of motor vehicles?

☒ No ☐ Yes If "yes" please specify defects. _____

3. For safe driving of motor vehicles, Civil Service Commission requires distant vision must test at least 20/40 in one eye and 20/100 in the other, corrected or uncorrected. Should examinee wear corrective glasses while operating a motor vehicle? ☐ Yes ☒ No

If recommendation is based on a factor other than above standard, indicate basis _____

ENCLOSURE

67-40-215 175

Desirable Weight Ranges for Males

Height	Small Frame	Medium Frame	Large Frame
5'4"	117 - 125	123 - 135	131 - 148
5'5"	120 - 129	126 - 139	134 - 152
5'6"	124 - 133	130 - 143	138 - 157
5'7"	128 - 137	134 - 148	143 - 162
5'8"	132 - 141	138 - 152	147 - 166
5'9"	136 - 146	142 - 156	151 - 170
5'10"	140 - 150	146 - 161	155 - 175
5'11"	144 - 154	150 - 166	160 - 180
6'	148 - 158	154 - 171	164 - 185
6'1"	152 - 163	158 - 176	169 - 190
6'2"	156 - 167	163 - 181	174 - 195
6'3"	160 - 171	168 - 186	178 - 200
6'4"	169 - 180	178 - 196	188 - 210
6'5"	174 - 185	182 - 202	192 - 216


4. Examinee's frame is ☐ small ☐ medium ☒ large

5. Considering above weight table, the examinee's frame, and other individual physical characteristics, I consider his present weight ☒ Satisfactory ☐ Excessive ☐ Deficient

6. Under proper medical supervision, employee should ☐ lose _____ pounds

☐ gain _____ pounds

Remarks: _____


Signature of Medical Examiner

2/13/91
Date

January 18, 1972

PERSONAL

Mr. Arbor W. Gray
Federal Bureau of Investigation
Washington, D. C.

Dear Gray:

It is certainly a pleasure to commend you and to advise that I have approved an incentive award for you in the amount of \$200.00 in recognition of your exemplary supervision from the Seat of Government relative to the identification of Ronald Kaufman, the subject of an important bombing matter. A check representing this award will be forwarded to you at a later date.

You afforded this extremely vital undertaking close personal attention to insure all aspects were fully covered and I want you to know that I am indeed appreciative of your overall direction in this regard.

Sincerely yours,
J. Edgar Hoover

77-147-989-176
3 JAN 20 1972

1 - Mr. E. S. Miller (Personal Attention) Enclosure

You should personally present the award and should this not be possible or should presentation be unreasonably delayed by your absence official acting for you should present it. Inform employee net amount of check represents this award less withholding tax.

1 - Payroll Distribution (Sent Direct)

1 - Mrs. Randolph (Sent Direct)

Mr. Tolson _____
Mr. Felt _____
Mr. Rosen _____
Mr. Mohr _____
Mr. Bishop _____
Mr. Miller, E.S. _____
Mr. Callahan _____
Mr. Casper _____
Mr. Conrad _____
Mr. Dalbey _____
Mr. Cleveland _____
Mr. Ponder _____
Mr. Bates _____
Mr. Waikart _____
Mr. Walters _____
Mr. Soyars _____
Tele. Room _____
Miss Holmes _____
Miss Gandy _____

JAB:tjr (6)

67-447989

Award #787-72

Based on memo Bassett-Callahan 1-17-72 re Bankbom.

Salutation per file. MAILED 3

JAN 18 1972

-FBI

MAIL ROOM ☐

TELETYPE UNIT ☐

Mr. Tolson ☒
 Mr. Felt ☒
 Mr. Rosen ☒
 Mr. Mohr ☒
 Mr. Bishop ☒
 Mr. Miller, ES ☒
 Mr. Callahan ☒
 Mr. Casper ☐
 Mr. Conrad ☐
 Mr. Dalbey ☐
 Mr. Cleveland ☐
 Mr. Ponder ☐
 Mr. Bates ☐
 Mr. Walkart ☐
 Mr. Walters ☐
 Mr. Soyars ☐
 Tele. Room ☐
 Miss Holmes ☐
 Miss Gandy ☐

January 25, 1972

Mr. John Edgar Hoover
 Director
 Federal Bureau of Investigation
 Washington, D. C.

Dear Mr. Hoover:

Thank you for your letter of January 18, 1972, commending me with regard to the Ronald Kaufman bombing case and advising me that you had approved an incentive award for me.

It is pleasurable, of course, to receive such personal recognition but even more important is the truly satisfying experience of being part of the FBI team. In that connection, I would be remiss if I did not add that the foresight, planning and support from our Assistant Director, Edward S. Miller, and his Number One Man, Joseph A. Sizoo, provided a solid foundation from which our successful effort was launched.

Sincerely,

Arbor W. Gray
 Arbor W. Gray

DOMESTIC INTELLIGENCE DIV.

EXP. PROC.

JAN 25 1972

REC-113

67-44791-177
 7 JAN 27 1972

33 JAN 31 1972 30

3/65

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

J. D. Adams

Name of Employee: Arbor W. Gray

Where Assigned: Domestic Intelligence Internal Security
(Division) (Section, Unit)

Official Position Title and Grade: Supervisory Special Agent, GS-16Rating Period: from 4/1/71 to 3/31/72

ADJECTIVE RATING: Excellent
Outstanding, Excellent, Satisfactory, Unsatisfactory

Employee's
InitialsAG

Rated by: Joseph A. Vizio Inspector 3/31/72
Signature Title Date

Reviewed by: Edward J. [Signature] Assistant Director 4/1/72
Signature Title Date

Rating Approved by: [Signature] Assistant Director APR 20 1972
Signature Title Date

TYPE OF REPORT

☒ Official
☒ Annual

☐ Administrative
☐ 60-Day
☐ 90-Day
☐ Transfer
☐ Separation from Service
☐ Special

REC-152

447989-178
5 MAY 8 1972MAY 10 1972
30

THREE

**PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL
CHECKLIST AND NARRATIVE COMMENTS**
(For use as attachment to Performance Rating Form FD-185)

Name of Employee Arbor W. Gray

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

RATE ITEMS AS FOLLOWS: (See Manual of Rules and Regulations for detailed instructions.)

+ **Outstanding** (To warrant overall +, all rated elements must be +, and justified in writing.)

E **Excellent** (Overall E must be supported by E or + on majority of items, including important elements.)

✓ **Satisfactory**

- **Unsatisfactory** (If any item so rated, overall adjective rating can be no better than Satisfactory.) Any unsatisfactory item or overall Unsatisfactory rating must be supported in writing.

o No opportunity to appraise. In other responses, use "X."

(Use INK for Checklist - DO NOT TYPE)

RESPOND TO EVERY ITEM

- + 1. Personal appearance.
- + 2. Personality and effectiveness of his personal contacts.
- + 3. Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability, and willingness to equitably share work load).
- + 4. Physical fitness (including health, energy, stamina). Any physical limitations affecting performance? ☐ Yes ☒ No. Has employee used more sick leave (including annual leave or LWOP for illness) during the rating period than the amount of sick leave earned during such period? ☐ Yes ☒ No. If answer to either is yes, explain.

- + 5. Resourcefulness, ingenuity, and initiative.
- E 6. Forcefulness and aggressiveness as required.
- + 7. Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.
- + 8. Planning of work.
- + 9. Accuracy and attention to pertinent detail.
- + 10. Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines, unless failure to meet is attributable to causes beyond employee's control.
- + 11. Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.
- + 12. Performance results (rate if applicable and mark others O) ✓ A. Internal Security; o B. Criminal or General Investigative; o C. Fugitive; o D. Applicant; o E. Accounting; o F. Other, such as Supervisor.
Comment on type of work handled entire rating period, including performance in other divisions, and appraisal of overall work performance:

During the rating period Mr. Gray has served as Chief of the Internal Security Section. He is a highly experienced Chief, previously having been assigned in this capacity in the Research-Satellite and Sino-Satellite Sections. He is very versatile and takes an imaginative approach to new challenges. Mr. Gray is a talented writer and has frequently represented the Bureau on important speaking engagements. He makes a fine personal appearance, has a pleasing personality, and commands the respect of those with whom he comes in contact. His competence and productivity are very much above average and his overall performance entitles him to a rating of Excellent.

Complexity of matters handled: ☐ None ☐ Moderate ☒ Most complicatedDegree of supervision required: ☐ Above average ☐ Average ☒ Minimum ☐ NoneA. Is employee available wherever needs of service require for general assignment? ☒ Yes ☐ No Special assignment? ☒ Yes ☐ NoB. Is employee qualified to operate a motor vehicle incidental to his official duties? ☒ Yes ☐ No

If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use. (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.

C. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, Accountant, or as Resident Agent, supervisor, instructor, etc.):

Chief of Internal Security SectionADJECTIVE RATING: Excellent

(Outstanding, Excellent, Satisfactory, Unsatisfactory)

EMPLOYEE'S INITIALS

AG

(Checklist and Narrative Comments continued)

- 13 13. Firearms.
- 14 14. Development of informants and sources of information. Comment on weaknesses or justify limited participation.
During rating period developed _____ informants; _____ potential informants.
- 15 15. Reporting: (Consider conciseness, clarity, organization, thoroughness, accuracy, adequacy and pertinency of leads, and administrative detail.)
0 A. Reports; + B. Memos, letters, wires.
- + 16. Performance as a witness. ☐ During rating period; ☐ Based on past performance; ☐ No experience.
- + 17. Executive evaluation (approved Supervisors, Relief Supervisors, Alternate Senior and Senior Resident Agents; underline applicable.)
+ A. Leadership + F. Devising procedures
+ B. Ability to handle personnel + G. Promoting high morale
+ C. Making decisions + H. Getting results
+ D. Assignment of work + I. Furthering equal employment opportunity
+ E. Training subordinates
- 18 18. Raids and dangerous assignments; _____ A. As leader; _____ B. As participant.
- 19 19. Miscellaneous. Specify and rate:
+ Dictation; _____ Applicant recruitment; _____ Other _____
- 20 20. Police Instruction: ☐ Qualified ☐ Participated ☐ Audited
- 21 21. Foreign Language Ability: Proficient in NA language(s).
Can handle typical investigative problems as follows:
A. Conversation form _____ (language) ☐ Excellent ☐ Very Good ☐ Good ☐ Fair ☐ Unsatisfactory
B. Written form _____ (language) ☐ Excellent ☐ Very Good ☐ Good ☐ Fair ☐ Unsatisfactory
Frequency _____ language ability used during rating period _____.
Anticipated use during ensuing year _____.
22. Administrative Advancement: ☐ (Check block if not interested.)
A. ☒ Yes ☐ No Agent is completely available for administrative advancement.
B. ☒ Yes ☐ No Agent is considered qualified for administrative advancement, including experience, ability, personality and appearance.
C. If answer to B is "Yes," Agent's qualifications are considered ☐ Very Good ☐ Excellent ☒ Outstanding
Explain if interested but not now qualified.
23. Number of Incentive Awards 1.
Commendations received from Director: Individual 0 Through Superior 0.
Suggestions submitted 0.
If none, check block ☒.
24. Disciplinary Action and Justification for any Unsatisfactory Items. ☒ None
(List items taken into consideration on Checklist.)

EMPLOYEE'S INITIALS AG

UNITED STATES GOVERNMENT

Memorandum

TO : ~~XXXXXXXX~~ Mr. E.S. Miller *EW/s*

DATE: February 28, 1972

FROM : ~~Mr.~~ A.W. Gray *AG*Attention: Personnel Section *AKB*SUBJECT: ARBOR W. GRAY
INTERNAL SECURITY SECTION1 - Mr. N.P. Callahan
1 - Mr. E.S. Miller
1 - Mr. A.W. Gray☒ Remove ~~memo~~ dated 2/25/72.
☐ ReBulet☐ Re physical examination☐ Dental work was completed on☐ Vision has been corrected to

Employee specifically instructed

(date) by (name of person giving instruction) that he can operate a Bureau car

only when wearing the necessary glasses.

☐ Results of ☐ chest X ray ☐ patch test ☐ urinalysis ☐ serology were negative.☐ Enclosed physician's statement indicates he is qualified for strenuous physical exertion and use of firearms.☐ Enclosed are ☐ paid ☐ unpaid medical bills.☐ Attached are Bureau of Employees' Compensation forms☐ Physical examination reports are enclosed.☐ Employee is scheduled for physical examination on☐ Physical examination report has been reviewed and initialed.☒ Employee returned to active duty 2/28/72☒ Employee's physical condition is Satisfactory☐ UACB he is being removed from limited duty.☐ UACB he is being placed on limited duty.

Remarks:

DFXC:bcw

DC (4) *bcw**no further action
3-1-72**3
W*

53

PERSONAL INFORMATION
AND/OR
REQUEST FOR LEAVE

*Staff
Employee
Vols. Stewart*

TO : Mr. E.S. Miller *Aug*

DATE: February 25, 1972

FROM: A.W. Gray *AG*Name ARBOR W. GRAYSocial Security No. 520-14-8448Assigned Internal Security Section EOD 11/6/50

REQUEST FOR LEAVE WITHOUT PAY		LWOP from _____ to _____
Hours of annual leave accrued	Hours of sick leave (if applicable)	Desires advanced annual leave in addition to LWOP <input type="checkbox"/> Yes <input type="checkbox"/> No
Reason:		
ILLNESSES Nature of illness: (Indicate extent of, description, and current condition under Remarks) (Date of surgery and postoperative condition must be indicated under Remarks) <input type="checkbox"/> Accident <input type="checkbox"/> Injury <input checked="" type="checkbox"/> Disease <input type="checkbox"/> Operation		
Date sick leave commenced <u>2/22/72</u>	Date ceased active duty <u>2/22/72</u>	Expected date of return to duty <u>2/28/72</u>
Address: Confined at: <input type="checkbox"/> Hospital <input checked="" type="checkbox"/> Residence <p align="center">12704 Silverbirch Lane Laurel, Maryland 20810</p>		
EMPLOYEE REQUESTS ADVANCED SICK LEAVE after accrued <input type="checkbox"/> sick leave <input type="checkbox"/> sick and annual leave Employee has _____ hours of annual leave and <u>1184</u> hours of sick leave (if applicable) accrued.		
DEATHS <input type="checkbox"/> Father <input type="checkbox"/> Mother <input type="checkbox"/> Spouse <input type="checkbox"/> Daughter <input type="checkbox"/> Brother <input type="checkbox"/> Sister <input type="checkbox"/> Son <input type="checkbox"/> Other Relationship _____		
Name of deceased	Date and place of death	
Employee's residence address	If employee is leaving residence because of this death, what will be his temporary address? Time and date of departure: _____ Anticipated time and date of return: _____	

ADDITIONAL REMARKS AND/OR REASONS FOR REQUEST WHICH WILL BE GRANTED, UACB.

*Above employee has a serious ear infection.

DFXC:bcw
(4) *bcw*

*Noted 2-25-72
Will*

- 1 - Mr. N.P. Callahan
- 1 - Mr. E.S. Miller
- 1 - Mr. A.W. Gray

noted 1/9/72
NOT RECORDED 2-28-72

MAR 1 1972 42

THREE
Vols

UNITED STATES GOVERNMENT

DEPARTMENT OF JUSTICE

Memorandum

TO : Director
Federal Bureau of Investigation

DATE: January 3, 1972

RCM:GLG:bkg

FROM : Robert C. Mardian
Assistant Attorney General
Internal Security Division

SUBJECT: United States v. Ronald Kaufman -
Bank Bombing Indictments; Southern
District of New York, Northern District
of Illinois, Northern District of California

Mr. Tolson ☒
Mr. Felt ☒
Mr. Rosen ☒
Mr. Mohr ☒
Mr. [unclear] ☒
Mr. Miller ☒
Mr. Callahan ☒
Mr. Casper ☒
Mr. Conrad ☒
Mr. Dalbey ☒
Mr. Cleveland ☒
Mr. Ponder ☒
Mr. Bates ☒
Mr. Walkart ☒
Mr. Walters ☒
Mr. Soyars ☒
Tele. Room ☒
Miss Holmes ☒
Miss Gandy ☒

PERSONNEL RECORDS
Place copy in file of each employee
JST 7/3/72

The recent indictments returned simultaneously in New York, New York; Chicago, Illinois and San Francisco, California, against Ronald Kaufman for planting time bombs in nine banks was the result of an intensive investigation by Special Agents of the Federal Bureau of Investigation conducted with the high degree of professional skill always associated with your Bureau.

Departmental attorneys who handled the presentations of these cases are greatly appreciative of the invaluable contribution made by the Special Agents whose investigative efforts made this indictment possible. Special Agents Arbor W. Gray and [redacted] at your Washington, D. C. headquarters provided substantial assistance to Departmental attorneys working on the case.

Special Agents Thomas Frank Howard, [redacted] and Donald E. Jones in San Francisco, California, contributed many hours of investigative effort which resulted in the early discovery of the identity of the defendant Kaufman. They substantially assisted Departmental attorneys in the presentation of this matter to the San Francisco grand jury.

Special Agent [redacted] in Chicago, Illinois and Special Agent Edward J. Mulholland in New York, New York are to be commended for their invaluable contribution to the

67-NOT RECORDED
2 FEB 14 1972

REC-35
EX-102

8 FEB 8 1972

CORRESPONDENCE

- 2 -

investigative and prosecutive efforts which resulted in these indictments.

Please extend to these agents our appreciation for their skilled and dedicated efforts in the solution of a case of great national concern.

REPORT OF MEDICAL EXAMINATION

F.B.I.

1. LAST NAME-FIRST NAME-MIDDLE NAME GRAY, ARBOR WILLIAM MA			2. GRADE AND COMPONENT OR POSITION S.A.		3. IDENTIFICATION NO. 529-14-8448	
4. HOME ADDRESS (Number, street or RFD, city or town, State and ZIP Code)			5. PURPOSE OF EXAMINATION ANNUAL		6. DATE OF EXAMINATION 7-29-72	
7. SEX M	8. RACE	9. TOTAL YEARS GOVERNMENT SERVICE MILITARY CIVILIAN		10. AGENCY FBI	11. ORGANIZATION UNIT	
12. DATE OF BIRTH 7-7-22		13. PLACE OF BIRTH R.I.		14. NAME, RELATIONSHIP, AND ADDRESS OF NEXT OF KIN		
15. EXAMINING FACILITY OR EXAMINER, AND ADDRESS NNMC				16. OTHER INFORMATION		
17. RATING OR SPECIALTY				TIME IN THIS CAPACITY (Total)		LAST SIX MONTHS

CLINICAL EVALUATION		
NOR- MAL	(Check each item in appropriate column; enter "NE" if not evaluated.)	ABNOR- MAL
	18. HEAD, FACE, NECK, AND SCALP	
	19. NOSE	
	20. SINUSES	
	21. MOUTH AND THROAT	
	22. EARS-GENERAL (Int. & ext. canals) (Auditory acuity under items 70 and 71)	
	23. DRUMS (Perforation)	
	24. EYES-GENERAL (Visual acuity and refraction under items 68, 69 and 67)	
	25. OPHTHALMOSCOPIC	
	26. PUPILS (Equality and reaction)	
	27. OCULAR MOTILITY (Associated parallel movements, nystagmus)	
	28. LUNGS AND CHEST (Include breasts)	
	29. HEART (Thrust, size, rhythm, sounds)	
	30. VASCULAR SYSTEM (Varicosities, etc.)	
	31. ABDOMEN AND VISCERA (Include hernia)	
	32. ANUS AND RECTUM (Hemorrhoids, fistulae) (Prostate, if indicated)	X
	33. ENDOCRINE SYSTEM	
	34. G-U SYSTEM	
	35. UPPER EXTREMITIES (Strength, range of motion)	
	36. FEET	
	37. LOWER EXTREMITIES (Except feet) (Strength, range of motion)	
	38. SPINE, OTHER MUSCULOSKELETAL	
	39. IDENTIFYING BODY MARKS, SCARS, TATTOOS	
	40. SKIN, LYMPHATICS	
	41. NEUROLOGIC (Equilibrium tests under item 72)	
	42. PSYCHIATRIC (Specify any personality deviation)	
	43. PELVIC (Females only) (Check how done)	
	<input type="checkbox"/> VAGINAL <input type="checkbox"/> RECTAL	

NOTES. (Describe every abnormality in detail. Enter pertinent item number before each comment. Continue in item 73 and use additional sheets if necessary.)

HGB - 14.8
HCT - 46
W.B.C. - 5.6
Retic - adq.

32. small polyp as noted
on previous exam

Tr 75 REC-100
WMA N-16
Thucan-64

2 AUG 15 1972

Cholesterol 260
ENCLOSURE
Cephalogram 1.0
WBC - and - 7.5 (Continue in item 73)

Reviewed
In case of
8300
up
3/80

44. DENTAL (Place appropriate symbols, shown in examples, above or below number of upper and lower teeth.)																			
Restorable teeth				Non-restorable teeth				Missing teeth				Replaced by dentures				Fixed Partial dentures			
0	1	2	3	0	1	2	3	0	1	2	3	0	1	2	3	0	1	2	3
32	31	30		32	31	30		32	31	30		32	31	30		32	31	30	
R	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
I																			
G																			
H																			
T																			

REMARKS AND ADDITIONAL DENTAL DEFECTS AND DISEASES

EXAM T 3
CLASS I
1/17

45. URINALYSIS: A. SPECIFIC GRAVITY 1.021		46. CHEST X-RAY (Place, date, film number and result)	
B. ALBUMIN NEG	D. MICROSCOPIC 3-4 WBC	529-14-8448 19594120435	
C. SUGAR NEG	48. EKG N 5R	49. BLOOD TYPE AND RH FACTOR	
47. SEROLOGY (Specify test used and result) NEG		50. OTHER TESTS	

MEASUREMENTS AND OTHER FINDINGS

51. HEIGHT <i>69 1/2</i>		52. WEIGHT <i>168</i>		53. COLOR HAIR <i>Brown</i>		54. COLOR EYES <i>Gray</i>		55. BUILD: <input type="checkbox"/> SLENDER <input type="checkbox"/> MEDIUM <input checked="" type="checkbox"/> HEAVY <input type="checkbox"/> OBESE		56. TEMPERATURE	
57. BLOOD PRESSURE (Arm at heart level)								58. PULSE (Arm at heart level)			
A. SITTING SYS. <i>140</i> DIAS. <i>90</i>		B. RECUMBENT SYS. <i>90</i> DIAS. <i>64</i>		C. STANDING (3 min.) SYS. <i>90</i> DIAS. <i>64</i>		D. AFTER EXERCISE		E. AFTER STANDING 3 MIN.		F. 2 MIN. AFTER	
59. DISTANT VISION				60. REFRACTION				61. NEAR VISION			
RIGHT 20/ <i>15</i> CORR. TO 20/				BY S. CX				<i>2-2</i> CORR. TO <i>2-1</i> BY			
LEFT 20/ <i>20</i> CORR. TO 20/				BY S. CX				<i>2-2</i> CORR. TO <i>2-1</i> BY			
62. HETEROPHORIA (Specify distance)											
ES°		EX°		R. H.		L. H.		PRISM DIV.		PRISM CONV. CT	
63. ACCOMMODATION				64. COLOR VISION (Test used and result)				65. DEPTH PERCEPTION (Test used and score)			
RIGHT LEFT				<i>N/A</i>				UNCORRECTED			
66. FIELD OF VISION				67. NIGHT VISION (Test used and score)				68. RED LENS TEST			
69. INTRAOCULAR TENSION				<i>88/7.3</i>							
70. HEARING				71. AUDIOMETER							
RIGHT WV <i>15</i> /15 SV /15				250 266 500 512 1000 1024 2000 2048 3000 2896 4000 4096 6000 6144 8000 8192							
LEFT WV <i>15</i> /15 SV /15				RIGHT LEFT							
72. PSYCHOLOGICAL AND PSYCHOMOTOR (Tests used and score)											
73. NOTES (Continued) AND SIGNIFICANT OR INTERVAL HISTORY											

(Use additional sheets if necessary)

74. SUMMARY OF DEFECTS AND DIAGNOSES (List diagnoses with item numbers)

32. polyyp. 3-4 min

75. RECOMMENDATIONS—FURTHER SPECIALIST EXAMINATIONS INDICATED (Specify)

76. A. PHYSICAL PROFILE

77. EXAMINEE (Check)
A. ☒ IS QUALIFIED FOR *duty*
B. ☐ IS NOT QUALIFIED FOR

78. IF NOT QUALIFIED, LIST DISQUALIFYING DEFECTS BY ITEM NUMBER

79. TYPED OR PRINTED NAME OF PHYSICIAN

80. TYPED OR PRINTED NAME OF PHYSICIAN

81. TYPED OR PRINTED NAME OF DENTIST OR PHYSICIAN (Indicate which)

82. TYPED OR PRINTED NAME OF REVIEWING OFFICER OR APPROVING AUTHORITY

SIGNATURE

SIGNATURE

SIGNATURE

SIGNATURE

76. A. PHYSICAL PROFILE

P	U	L	H	E	S

B. PHYSICAL CATEGORY

A	B	C	E

CLINICAL RECORD

LABORATORY REPORTS

PATIENT'S LAST NAME-FIRST NAME-MIDDLE NAME

SON52914-84-48
GRAY AW 5-01-91
B7JUL22M
FBI
PHYSICAL EXAM ONLY

REGISTER NO.

FBI PE RM 209

WARD NO.

AGE 50 SEX M (Check one)
☐ BEDSIDE, WHEELCHAIR OR STRETCHER ☐ BED PATIENT ☒ AMBULATORY

EXAMINATION REQUESTED

PA + LAT CHEST

(Above space for mechanical imprinting, if used)

PERTINENT CLINICAL HISTORY, OPERATIONS, PHYSICAL FINDINGS, AND PROVISIONAL DIAGNOSIS

7 20 72

PHY-EXAMS

FILM NO. 529-14-8448 DATE OF REQUEST 7/28/72

REQUESTED BY Dr. Lee

RADIOGRAPHIC REPORT
7-31-72

CHEST DATED 7-27: There has been no change in the appearance of the chest since previous examination of 7-13-71. The osseous thorax is intact. The lungs are fully expanded, without evidence of active disease. The cardiac silhouette and mediastinal structures are within normal limits.

IMPRESSION: Normal CHEST EXAMINATION: no change since previous exam of 7-13-71.

J. D. TAGGART

LT MC USNR

jsd 19594 + 20435-70 DATE OF REPORT:

SIGNATURE: (Specify location of laboratory if not part of requesting facility)

Standard Form 519-A (Rev. Aug. 1954)
Promulgated by Bureau of the Budget
Circular A-32 (Rev.)
RADIOGRAPHIC REPORT
519-207

NNMC
(NAME OF HOSPITAL OR OTHER MEDICAL FACILITY)

ATTACH ALL TEST REPORTS TO THIS SHEET

PATIENT'S IDENTIFICATION (For typed or written entries give: Name—last, first, middle; grade; date; hospital or medical facility)

REGISTER NO.

WARD NO.

LABORATORY REPORTS
Standard Form 514

514-106

ENCLOSURE

67-447989-179

**Attachment to Standard Form 88, Report of Medical Examination
For Information and Guidance of Medical Examiner**

Name of Examinee GRAY, ARBOR William
(Type or print) Last First Middle Ba

The following portions of the attached examination report form need not be completed:

3	9	62	69
4	11	65	72
8	14	67	76
	17	68	

45, 46, 47 and 49; required for all Special Agent and FBI National Academy applicants but not for any other applicant unless the examining physician deems one, two, three or all four of the examinations necessary. 45, 46 and 47 are required in examination of any current employee.

48. Required for (1) all Special Agent applicants; (2) all employees over 35 years of age; (3) any other where examination indicates such is desirable.

71. Audiometer examinations should be afforded whenever possible for all Special Agent applicants and Special Agents. Applicants for the Special Agent position will not be accepted if the hearing loss exceeds a 15 decibel average in either ear in the conversational speech range (500, 1000, 2000 cycles).

For All Examinees, Whether Clerical or Special Agent Applicants or Employees:

The medical examiner should answer the following question:

Examinee ☒ is ☐ is not qualified for strenuous physical exertion.

To be Answered in the Case of All Special Agents and Special Agent Applicants:

1. Does examinee have any defects restricting or prohibiting his participation in defensive tactics and dangerous assignments which might entail the practical use of firearms?

☒ No ☐ Yes If "yes" please specify defects. _____

To be Answered in the Case of All Special Agents, Special Agent Applicants, and other Employees who drive Bureau vehicles:

1. Does examinee have any defects prohibiting safe operation of motor vehicles?

☒ No ☐ Yes If "yes" please specify defects. _____

2. For safe driving of motor vehicles, Civil Service Commission requires distant vision must test at least 20/40 in one eye and 20/100 in the other, corrected or uncorrected. Should examinee wear corrective glasses while operating a motor vehicle? ☐ Yes ☒ No

If recommendation is based on a factor other than above standard, indicate basis _____

61-44725-179

DESIRABLE WEIGHT RANGES

MALES				FEMALES			
Height	Small Frame	Medium Frame	Large Frame	Height	Small Frame	Medium Frame	Large Frame
5'4"	117 - 138	123 - 149	131 - 163	5'0"	96 - 114	101 - 124	109 - 138
5'5"	120 - 142	126 - 153	134 - 167	5'1"	99 - 118	104 - 128	112 - 141
5'6"	124 - 146	130 - 157	138 - 173	5'2"	102 - 121	107 - 131	115 - 144
5'7"	128 - 151	134 - 163	143 - 178	5'3"	105 - 124	110 - 135	118 - 149
5'8"	132 - 155	138 - 167	147 - 183	5'4"	108 - 128	113 - 139	121 - 152
5'9"	136 - 161	142 - 172	151 - 187	5'5"	111 - 132	117 - 144	125 - 156
5'10"	140 - 165	146 - 177	155 - 193	5'6"	114 - 135	120 - 149	129 - 161
5'11"	144 - 169	150 - 183	160 - 198	5'7"	118 - 140	124 - 153	133 - 165
6'	148 - 174	154 - 188	164 - 204	5'8"	122 - 144	128 - 157	137 - 169
6'1"	152 - 179	158 - 194	169 - 209	5'9"	126 - 149	132 - 162	141 - 174
6'2"	156 - 184	163 - 199	174 - 215	5'10"	130 - 154	136 - 166	145 - 179
6'3"	160 - 188	168 - 205	178 - 220	5'11"	134 - 158	140 - 171	149 - 185
6'4"	169 - 198	178 - 216	188 - 231	6'0"	138 - 163	144 - 175	153 - 190
6'5"	174 - 204	182 - 222	192 - 238				

4. Examinee's frame is ☐ small ☐ medium ☒ large

5. Considering above weight table, the examinee's frame, and other individual physical characteristics, I consider his present weight ☒ Satisfactory ☐ Excessive ☐ Deficient

6. Under proper medical supervision, employee should ☐ lose _____ pounds
☐ gain _____ pounds

Remarks: _____

James Conolly
 Signature of Medical Examiner

27 July 72
 Date

UNITED STATES GOVERNMENT

Memorandum

TO : Mr. E. S. Miller *ESM*

DATE: 10/30/72

FROM : A. W. Gray *AG*

1 - Administrative Div.
1 - Mr. E. S. Miller
1 - Mr. A. W. Gray

SUBJECT: SA ARBOR W. GRAY
SECTION CHIEF, INTERNAL SECURITY SECTION
DOMESTIC INTELLIGENCE DIVISION
ACCIDENT TO PERSONAL VEHICLE 10/28/72

Felt _____
Baker _____
Bates _____
Bishop _____
Callahan _____
Cleveland _____
Conrad _____
Dalbey _____
Jenkins _____
Marshall _____
Miller, E.S. _____
Ponder _____
Soyars _____
Walters _____
Tele. Room _____
Mr. Kinley _____
Mr. Armstrong _____
Ms. Herwig _____
Mrs. Neenan _____

This is to inform you that my personal vehicle, a 1962 Volkswagen sedan, was struck by another car while I was en route home Saturday, 10/28/72, after serving on Division Weekend Duty. There were no personal injuries or traffic citations involved.

On 10/28/72 at 11:15 a.m., as I was proceeding eastward on the Southwest Freeway after exiting from the 9th Street tunnel my car was struck by another driven by [REDACTED]

[REDACTED] Maryland 20012, who is employed by the D. C. Department of Corrections at Lorton, Virginia. Bureau files contain no record on Mr. [REDACTED] *447989-180*

REC-142
It was raining at the time and I had my lights on so that my car would be visible to others. I was proceeding at the speed limit, 40 miles per hour, in the second lane from the left on the freeway and I noticed the other vehicle loom suddenly in my rear view mirror and move abruptly into the fast lane on my left. As this vehicle came almost abreast of mine it swerved into the side of my car. The right front fender of this vehicle struck my car in the left front panel near the rear edge of the front fender and pushed in the left door panel.

Both of us stopped immediately but decided in view of the driving conditions and traffic to move off the freeway at once as there was no safe place to park and confer. We drove to the garage of the Rayburn Building on Capitol Hill, exchanged the necessary information (both of us are insured) and notified the Metropolitan Police Department (MPD). There are no known witnesses to the collision.

AWG:ebc
(4) *ebc*

CONTINUED - OVER

NOV 8 1972

137

3/20

Memorandum for Mr. Miller

RE: SA ARBOR W. GRAY

ACCIDENT TO PERSONAL VEHICLE 10/28/72

We were informed by the MPD officer who responded that since the damages were apparently less than \$200 no report was necessary except a form which he provided to each of us for filing with the D. C. Department of Motor Vehicles, Safety Responsibility Division. I have mailed this form and notified my insurance company.

ACTION:

None. For information.

Edw

WAG

RECEIPT FOR GOVERNMENT PROPERTY
FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

Date 8/11/72

I certify that I have ☒ received ☒ returned the following Government property for official use:

SPECIAL AGENT CREDENTIAL CARD WITH CASE # 3283
COLOR OFF OF DIR

RETURNED

OLD SPECIAL AGENT CREDENTIAL CARD WITH CASE # 3283
B & W HOOVER SIGN

FILE

3/ ARW

Very truly yours,

(Signature) Arbor W. Gray

(Typed name) ARBOR W. GRAY

READ

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed.

DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.

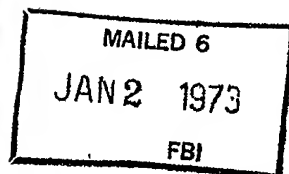
15

January 2, 1973

Mr. Arbor W. Gray
Federal Bureau of Investigation
Washington, D. C.

Dear Mr. Gray:

Your headquarters are changed for official reasons from Washington, D. C., to New York, New York, as Special Agent in Charge - Security Division, effective upon your arrival there on or after this date. Travel and transportation expenses and applicable allowances and benefits for you and your dependents incidental to this transfer as provided by the Administrative Expenses Act of 1946, as amended; Office of Management and Budget Circular Number A-56, dated August 17, 1971, and implementing regulations prescribed by this Bureau, shall be paid to you or on your behalf. However, before these expenses can be paid by the Government you must agree in writing (Bureau Form 3-34b) to remain in the service of the Government for one year following the first day you report for duty at the new station. If you are being transferred to a duty station outside the continental United States only the written agreement form, FD-382, need be executed.



Very truly yours;

L. Patrick Gray, III

L. Patrick Gray, III
Acting Director

Enclosure

1 - SAC, New York (Personal Attention)

1 - Mr. E. S. Miller (Personal Attention) (Enclosures 2) Have SA Gray execute the enclosed Forms 3-34b and return the original and copy to the Data Processing Section.

1 - Mr. Callahan 1 - Mr. Felt 1 - Mr. Feeney 1 - Mrs. Randolph
1 - Miss Tibbetts 1 - Mr. McMichael 1 - Payroll Distribution
1 - Mr. Midkiff 1 - Mrs. Neenan 1 - Vocation Records

lme (15)

JAN 10 1973

Based on memo from Felt to the Acting Director, 12/27/72,
HNB:pmd.

MAIL ROOM ☒

TELETYPE UNIT ☐

Felt _____
Baker _____
Bishop _____
Callahan _____
Cleveland _____
Conrad _____
Dalbey _____
Gebhardt _____
Jenkins _____
Marshall _____
Miller, E.S. _____
Purvis _____
Soyars _____
Walters _____
Tele. Room _____
Mr. Kinley _____
Mr. Armstrong _____
Ms. Herwig _____
Mrs. Neenan _____

UNITED STATES GOVERNMENT

Memorandum

TO : THE ACTING DIRECTOR

DATE: 12-27-72

FROM : W. M. FELT

SUBJECT: PERSONNEL CHANGES

Felt ☒
Baker ☒
Cavanaugh ☒
Cleveland ☒
Conrad ☒
Dalbey ☒
Gebhardt ☒
Jenkins ☒
Marshall ☒
Miller, E.S. ☒
Purvis ☒
Soyars ☒
Walters ☒
Tele. Room ☒
Mr. Kinley ☒
Mr. Armstrong ☒
Ms. Herwig ☒
Mrs. Neenan ☒

The Selection Board met in my office on 12-27-72, consisting of myself and Messrs. Baker, Cleveland, Marshall, Jenkins, Dalbey, SAC LaPrade (Newark Office) and SAC MacLennan (Pittsburgh Office). The purpose of this meeting was to select a candidate to serve as SAC-Security Division, New York Office, which vacancy came about as the result of the transfer of SAC Startzell to the Los Angeles Office in a similar position.

Several candidates were considered and after a discussion of the qualifications of the candidates mentioned, the following two were considered to be the best qualified for this particular position. The candidates are: SAC Joseph V. Baker, Memphis Office, and SA Arbor W. Gray, currently serving as the Section Chief of the Internal Security Section, Domestic Intelligence Division. In this regard, the following members of the Selection Board rated Baker as the No. 1 candidate: myself and Messrs. Cleveland, Marshall, Jenkins, LaPrade and MacLennan. Whereas, Messrs. Dalbey and Baker recommended Arbor W. Gray as the No. 1 candidate. Background information concerning these 2 candidates is as follows:

SAC Joseph V. Baker, entered on duty 5-14-51. He is in Grade GS-16, age 48, married, 2 children (ages 18 & 19 as of 1/72). He initially reported to FBIHQ 7-31-60 and served for almost two years in the Domestic Intelligence Division. Subsequently, served on the Inspection Staff and our former Crime Research Division until 10/64 when he reported to New Haven as ASAC. He served in a similar capacity in Columbia and Charlotte until again reporting to FBIHQ as an Inspector 5/70. He has served as SAC in Memphis since 5-23-71. Memphis was last inspected August-September 1972 and received ratings of Very Good in 4 categories and Excellent in 1. He was censured in connection with this inspection when it was determined that a case under his supervision had not been handled in accordance with Bureau regulations. Rated Excellent in his last annual performance rating.

SA Arbor W. Gray, entered on duty 11-6-50, currently serving as the Chief of the Internal Security Section, Domestic Intelligence Division. He is in Grade GS-16, age 50, married, 2 children (ages 18 and 20 as of 1/72). He

Enc.
HNB:pmd
(2)

(OVER)

JAN 17 1973 (32)

3

Memorandum to the Acting Director
Re: Personnel Changes

served in Knoxville and New York prior to reporting to FBIHQ 12-3-56. He has served continuously in the Domestic Intelligence Division since that date. He served as a No. 1 Man to a Section Chief from 5/65 until 1/11/69 when he assumed his current position. He was rated Excellent in his last annual performance rating.

RECOMMENDATION:

That you indicate your selection for designation as the SAC-Security Division, New York Office.

*Transfer letter
prep. 1/2/73
[Signature]* SA Arthur W. Gray

7 *BAK/BAH*

G
1-1-73
2:57P

PERMANENT BRIEFS OF FILES OF SAs BAKER AND GRAY ATTACHED.

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: ARBOR W. GRAYWhere Assigned: DOMESTIC INTELLIGENCE INTERNAL SECURITY
(Division) (Section, Unit)Official Position Title and Grade: SUPERVISORY SPECIAL AGENT, GS-16Rating Period: from APRIL 1, 1972 to FEBRUARY 2, 1973ADJECTIVE RATING: EXCELLENT
Outstanding, Excellent, Satisfactory, UnsatisfactoryEmployee's
InitialsAG

Rated by:

W. Raymond Wannall
SignatureINSPECTOR
Title2/2/73
Date

Reviewed by:

[Signature]
SignatureASSISTANT DIRECTOR
Title2/2/73
Date

Rating Approved by:

[Signature]
SignatureAssistant Director
TitleFEB 5 1973
Date

TYPE OF REPORT

REC-116

☐ Official
☐ Annual☒ Administrative☐ 60-Day
☐ 90-Day
☒ Transfer
☐ Separation from Service
☐ Special447989-182
9 FEB 14 1973

FEB 15 1973

THREE

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL
CHECKLIST AND NARRATIVE COMMENTS
 (For use as attachment to Performance Rating Form FD-185)

Name of Employee ARBOR W. GRAY

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

+ **RATE ITEMS AS FOLLOWS:** (See Manual of Rules and Regulations for detailed instructions.)
+ **Outstanding** (To warrant overall +, all rated elements must be +, and justified in writing.)

E **Excellent** (Overall E must be supported by E or + on majority of items, including important elements.)

✓ **Satisfactory**

- **Unsatisfactory** (If any item so rated, overall adjective rating can be no better than Satisfactory.) Any unsatisfactory item or overall Unsatisfactory rating must be supported in writing.

0 **No opportunity to appraise.** In other responses, use "X."

(Use INK for Checklist - DO NOT TYPE)

RESPOND TO EVERY ITEM

- + 1. Personal appearance.
+ 2. Personality and effectiveness of his personal contacts.
+ 3. Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability, and willingness to equitably share work load).
+ 4. Physical fitness (including health, energy, stamina). Any physical limitations affecting performance? ☐ Yes ☒ No. Has employee used more sick leave (including annual leave or LWOP for illness) during the rating period than the amount of sick leave earned during such period? ☐ Yes ☒ No. If answer to either is yes, explain.

- + 5. Resourcefulness, ingenuity, and initiative.
E 6. Forcefulness and aggressiveness as required.
+ 7. Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.
+ 8. Planning of work.
+ 9. Accuracy and attention to pertinent detail.
+ 10. Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines, unless failure to meet is attributable to causes beyond employee's control.
+ 11. Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.
+ 12. Performance results (rate if applicable and mark others 0) + A. Internal Security; 0 B. Criminal or General Investigative; 0 C. Fugitive; 0 D. Applicant; 0 E. Accounting; 0 F. Other, such as Supervisor.
 Comment on type of work handled entire rating period, including performance in other divisions, and appraisal of overall work performance:

During the rating period Mr. Gray has served as Chief of the Internal Security Section. He has formerly served as Chief of two other Sections in this Division and has a firm background in all phases of Domestic Intelligence Division work. He has demonstrated a special ability to tackle and resolve most complex problems of both an operational and an administrative nature. He affords direction to personnel under his supervision and through his own highly effective efforts inspires them to greater achievements. Mr. Gray has a very pleasant and engaging personality. He commands the respect of those with whom he comes in contact. His overall performance entitles him a rating of Excellent.

Complexity of matters handled: ☐ None ☐ Moderate ☒ Most complicatedDegree of supervision required: ☐ Above average ☐ Average ☒ Minimum ☐ NoneA. Is employee available wherever needs of service require for general assignment? ☒ Yes ☐ No Special assignment? ☒ Yes ☐ No

B. Is employee qualified to operate a motor vehicle incidental to his official duties? ☒ Yes ☐ No
 If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
 (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.

C. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, Accountant, or as Resident Agent, supervisor, instructor, etc.):

Chief of Internal Security Section

ADJECTIVE RATING: EXCELLENTEMPLOYEE'S INITIALS AG

(Outstanding, Excellent, Satisfactory, Unsatisfactory)

(Checklist and Narrative Comments continued)

13. Firearms. Check One: ☒ Qualified ☐ Qualified Instructor ☐ Expert
- ☒ 14. Development of informants and sources of information. Comment on weaknesses or justify limited participation.
During rating period developed N.A. informants; N.A. potential informants.
He has had under his supervision entire Unit handling FBIHQ aspects relating to development of majority of informants and sources in the security area of operations.
- ☒ 15. Reporting: (Consider conciseness, clarity, organization, thoroughness, accuracy, adequacy and pertinency of leads, and administrative detail.)
☐ A. Reports; ☒ B. Memos, letters, wires.
- ☒ 16. Performance as a witness. ☐ During rating period; ☒ Based on past performance; ☐ No experience.
- ☒ 17. Executive evaluation (approved Supervisors, Relief Supervisors, Alternate Senior and Senior Resident Agents; underline applicable.)
☒ A. Leadership ☒ F. Devising procedures
☒ B. Ability to handle personnel ☒ G. Promoting high morale
☒ C. Making decisions ☒ H. Getting results
☒ D. Assignment of work ☒ I. Furthering equal employment opportunity
☒ E. Training subordinates
- ☐ 18. Raids and dangerous assignments; ☐ A. As leader; ☐ B. As participant.
- ☒ 19. Miscellaneous. Specify and rate:
☒ Dictation; ☐ Applicant recruitment; ☐ Other _____
- ☐ 20. Police Instruction: ☐ Qualified ☐ Participated ☐ Audited
21. Foreign Language Ability: Proficient in N.A. language(s).
Can handle typical investigative problems as follows:
A. Conversation form _____ ☐ Excellent ☐ Very Good ☐ Good ☐ Fair ☐ Unsatisfactory
(language)
B. Written form _____ ☐ Excellent ☐ Very Good ☐ Good ☐ Fair ☐ Unsatisfactory
(language)
Frequency _____ language ability used during rating period _____.
Anticipated use during ensuing year _____.
C. Completed Bureau Language School ☐ No ☐ Yes _____, _____, _____.
Specify language(s)
22. Administrative Advancement: ☐ (Check block if not interested.)
A. ☒ Yes ☐ No Agent is completely available for administrative advancement.
B. ☒ Yes ☐ No Agent is considered qualified for administrative advancement, including experience, ability, personality and appearance.
C. If answer to B is "Yes," Agent's qualifications are considered ☐ Very Good ☐ Excellent ☒ Outstanding
Explain if interested but not now qualified.
23. Number of Incentive Awards 0.
Commendations received from Director: Individual 0 Through Superior 0.
Suggestions submitted 0.
If none, check block ☒.
24. Disciplinary Action and Justification for any Unsatisfactory Items. ☒ None
(List items taken into consideration on Checklist.)

EMPLOYEE'S INITIALS

AG

RECEIPT FOR GOVERNMENT PROPERTY
FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

Date 1/9/73

I certify that I have ☒ received ☐ returned the following Government property for official use:

SPECIAL AGENT CREDENTIAL CARD WITH CASE # 94
COLOR OFF OF DIR SAC

RETURNED

OLD SPECIAL AGENT CREDENTIAL CARD WITH CASE # 3283
Color Off of Dir

FILE
3/ RMC

READ

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed.

DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.

Very truly yours,

(Signature) Arbor W. Gray

(Typed name) Arbor W. Gray

1 FEB 12 1973
11

FEDERAL BUREAU OF INVESTIGATION

NAME: LAST, FIRST, MIDDLE

GRAY ARBOR W

SOCIAL SECURITY NUMBER

529-14-8448

NOTIFICATION OF BASIC CHANGE

CODE-NATURE OF ACTION

<input type="checkbox"/>	892—QUALITY INCREASE	<input type="checkbox"/>	896—ADMIN. PAY INCREASE	EFFECTIVE DATE 1/ 7/73	DATE OF LAST EQUIV. INCR. 1/10/71
<input checked="" type="checkbox"/>	893—WITHIN GRADE INCREASE	<input type="checkbox"/>	897—ADMIN. PAY DECREASE		
<input type="checkbox"/>	894—PAY ADJUSTMENT	<input type="checkbox"/>	OTHER (SPECIFY IN REMARKS)		

GRADE OR LEVEL	STEP OR RATE	OLD SALARY	NEW SALARY
GS-16	STEP 5	\$34,323.00	\$35,363.00

DATA ON UNPAID ABSENCE

PERIOD(S)	TOTAL EXCESS	IN PAY STATUS AT END OF WAITING PERIOD	INITIALS
		YES	<i>[Signature]</i>

☒ EMPLOYEE'S WORK IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

☐ EMPLOYEE'S PERFORMANCE RATING IS SATISFACTORY OR BETTER.

REMARKS:

157 NOT RECORDED
157 24 1973

1/ 7/73
(DATE)

DIRECTOR
FEDERAL BUREAU OF INVESTIGATION

PERSONNEL FILE COPY

UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION

WASHINGTON, D.C. 20535

In Reply, Please Refer to
File No.

Date: 1-2-73

Director
Federal Bureau of Investigation
Washington, D. C.*MR. RAIN*
SLT

TRANSFER AGREEMENT

In connection with my transfer from Washington, D. C.,
to New York, New York, I agree to remain in
the service of the Government for 12 months following the effective
date of this transfer. It is understood that the effective date of this
transfer is the day I report for duty at the new station. It is also
understood that should I violate this agreement I become obligated
to refund to the Government all costs incurred on my behalf for
travel, transportation, and related expenses as described in the
Government Travel Regulations, unless separated for reasons
beyond my control and acceptable to the FBI.

Arbor W. Gray
Signature

Arbor W. Gray

7-NOV 22 1972
1 JAN 11 1973*12*
*SLT*COPY RETAINED BY
VOUCHER - STAT SECTION

Assistant Director
John F. Malone

February 14, 1973

Acting Director, FBI (67-447989)

PERSONAL ATTENTION

ARBOR W. GRAY
Supervisory Special Agent (Special Agent in Charge
GS 16, \$35,363 of the Security Division)

There are transmitted herewith the field personnel file, copy of the transfer performance rating, duplicate property card, copy of personnel status form, copy of latest physical and list of changes in salary of the above employee who is presently assigned to your office. The firearms record card will be forwarded under separate cover.

The following additional information is furnished you covering his assignment as a Supervisory Special Agent at FBI Headquarters.

Assigned: Domestic Intelligence Division 12/3/56

Specialized Bureau Training:
Supervisory Training Course 1/17/57
Supervisory Training Course 2/7/57
In-Service Training 6/29/59 to 7/10/59
Special Agent Tour Training 1/5/61
In-Service Training 10/14/63 to 10/25/63

Commended:	2/6/58	12/12/60	9/27/66
	11/13/58	7/2/62	8/9/67
	1/27/59	Incentive Award	Incentive Award
	3/24/59	9/7/62	4/8/68
	6/23/59	11/5/62	5/20/66
	10/28/59	12/19/63	10/2/68
	2/12/60	1/31/66	9/25/68
	4/13/60	Incentive Award	6/23/70
	9/2/60	8/31/66	Incentive Award
			1/18/72

Censured: 6/4/57

Date of Last In-Service Training: 6/10/68 to 5/21/68

Enclosures (15)

1 Mr. Jenkins - Mr. Gray's firearms record card should be furnished New York.

MAIL ROOM ☐ TELETYPE UNIT ☐

jaf (3) 67-447989

MAILED 10

FEB 14 1973

FBI

Felt _____
Baker _____
Bates _____
Bishop _____
Callahan _____
Cleveland _____
Conrad _____
Dalbey _____
Jenkins _____
Marshall _____
Miller, E.S. _____
Ponder _____
Soyars _____
Walters _____
Tele. Room _____
Mr. Kinley _____
Mr. Armstrong _____
Ms. Herwig _____
Mrs. Neenan _____

~~SAC~~, Mr. Malone
Assistant Director, New York
Acting
Director, FBI

4/11/73

Arbor W. Gray
~~SPECIAL AGENT~~ SAC - Security Division

The above-captioned Special Agent attended the following training course(s) during the period 4/2 - 6/73:

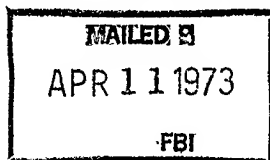
In-Service:

Specialized Training - Extremist Matters In-Service #1

Specialized Training:

The firearms scores should be entered on the individual field firearms training record (FD-40). The following grades were attained:

Tactical Revolver Course _____
Close Combat Course _____
Shotgun Course #2 _____
Rifle Course _____



1 - SAC ARBOR W. GRAY
NEW YORK

TJJ:jam.
(3)

APR 13 1973

MAIL ROOM ☐ TELETYPE UNIT ☐

UNITED STATES GOVERNMENT

Memorandum

TO : Director, FBI

DATE: 2/6/73

FROM: SAC, NEW YORK

SUBJECT: ACKNOWLEDGMENT OF TRANSFER ORDERS

ReBulet _____.

Name <u>GRAY, ARBOR W.</u>	Contemplated departure date
Title <u>SAC</u>	Annual leave en route <u>NONE</u>
Transfer to <u>NEW YORK</u>	Contemplated arrival date
Departed on transfer	Destination <u>NEW YORK</u>
Arrival on transfer (time and date) <u>2/4/73 6:45pm</u>	Reported for duty <u>2/5/73 7:00am</u>

Person to be notified in case of an emergency while en route on transfer (to be furnished when such person and address differ from information previously furnished the Bureau; if employee will be traveling with person who normally would be notified in the event of an emergency, he should furnish name and address of some other person)

Name	Relationship
Address	

Comments:

1-BUREAU

1-NEW YORK (PERSONNEL FILES)

JJD:kat

(2)

9 FEB 15 1973

1 Payroll
2 Personnel Records
Miss Tibbels
Movement

2/9
Gme

4/8/73
P. J.

2/9/73
JJD

Routing Slip
FD-4 (Rev. 12-22-69)

Date 2/5/73

To: ☒ Director

Att.: ADMINISTRATIVE DIV. FILE

☐ SAC _____ Title _____
☐ ASAC _____
☐ Supv. _____
☐ Agent _____
☐ SE _____
☐ IC _____
☐ CC _____ RE: _____
☐ Steno _____
☐ Clerk _____ ☐ Rotor #: _____

ACTION DESIRED

<input type="checkbox"/> Acknowledge	<input type="checkbox"/> Open Case
<input type="checkbox"/> Assign _____ Reassign _____	<input type="checkbox"/> Prepare lead cards
<input type="checkbox"/> Bring file	<input type="checkbox"/> Prepare tickler
<input type="checkbox"/> Call me	<input type="checkbox"/> Return assignment card
<input type="checkbox"/> Correct	<input type="checkbox"/> Return file
<input type="checkbox"/> Deadline _____	<input type="checkbox"/> Search and return
<input type="checkbox"/> Deadline passed	<input type="checkbox"/> See me
<input type="checkbox"/> Delinquent	<input type="checkbox"/> Serial # _____
<input type="checkbox"/> Discontinue	<input type="checkbox"/> Post <input type="checkbox"/> Recharge <input type="checkbox"/> Return
<input type="checkbox"/> Expedite	<input type="checkbox"/> Send to _____
<input type="checkbox"/> File	<input type="checkbox"/> Submit new charge on _____
<input type="checkbox"/> For information	<input type="checkbox"/> Submit report by _____
<input type="checkbox"/> Handle	<input type="checkbox"/> Type
<input type="checkbox"/> Initial & return	
<input type="checkbox"/> Leads need attention	
<input type="checkbox"/> Return with explanation or notation as to action taken.	

PLEASE FURNISH NEW YORK WITH FIELD
PERSONNEL FILE & RELATED MATERIAL
CONCERNING: ARBOR W. GRAY, SAC,
SECURITY DIVISION, WHO REPORTED NEW YORK
2/5/73 ON TRANSFER FROM FBIHQ.

Handwritten: Sold file 2-14-73
SAC JOHN F. MALONE
ADIC, NYC
Office _____
See reverse side

* GPO : 1971 421-419

NOT RECORDED

9 FEB 15 1973

131

NOTIFICATION OF PERSONNEL ACTION

(FOR AGENCY USE)

1. NAME (CAPS) LAST—FIRST—MIDDLE GRAY, ARBOR W. (MR.)		2. (FOR AGENCY USE)	3. BIRTH DATE (Mo., Day, Year) 7-7-22	4. SOCIAL SECURITY NO. 529-14-8448
5. VETERAN PREFERENCE 2 1—NO 2—5 PT. 3—10 PT. DISAB. 4—10 PT. COMP. 5—10 PT. OTHER		6. TENURE GROUP	7. SERVICE COMP. DATE	
9. FEGLI 1—COVERED (Regular only—declined Optional) 2—INELIGIBLE 3—WAIVED 4—COVERED (Reg. & Opt.)		10. RETIREMENT 1—CS 2—FICA 3—FS 4—NONE 5—OTHER		11. (FOR CSC USE)
12. CODE NATURE OF ACTION REASSIGNMENT		13. EFFECTIVE DATE (Mo., Day, Year) 2-5-73		14. CIVIL SERVICE OR OTHER LEGAL AUTHORITY EXCEPTED BY LAW
15. FROM: POSITION TITLE AND NUMBER Supervisory Special Agent (Chief of the Research-Satellite Section) 160		16. PAY PLAN AND OCCUPATION CODE GS Series 1811		17. (a) GRADE OR LEVEL (b) STEP OR RATE 16 5
19. NAME AND LOCATION OF EMPLOYING OFFICE		18. SALARY \$35,363 pa		

20. TO: POSITION TITLE AND NUMBER Supervisory Special Agent (Special Agent in Charge of the Security Division) 120		21. PAY PLAN AND OCCUPATION CODE GS Series 1811		22. (a) GRADE OR LEVEL (b) STEP OR RATE 16 5	23. SALARY \$35,363 pa
24. NAME AND LOCATION OF EMPLOYING OFFICE					

25. DUTY STATION (City—county—State)		26. LOCATION CODE	
27. APPROPRIATION S. & E., FBI		28. POSITION OCCUPIED 1—COMPETITIVE SERVICE 2 2—EXCEPTED SERVICE	29. APPORTIONED POSITION FROM: TO: STATE 1—PROVED-1 2—WAIVED-2

30. REMARKS: ☐ A. SUBJECT TO COMPLETION OF 1 YEAR PROBATIONARY (OR TRIAL) PERIOD COMMENCING _____
☐ B. SERVICE COUNTING TOWARD CAREER (OR PERMANENT) TENURE FROM: _____
☐ C. DURING PROBATION

SEPARATIONS: SHOW REASONS BELOW, AS REQUIRED CHECK IF APPLICABLE: ☐

Basis for this position is Title 5, U. S. Code, Section 5108 (c)(2).

NOT RECORDED
17 FEB 15 1973

31. DATE OF APPOINTMENT AFFIDAVIT (Accessions only)		34. SIGNATURE (Or other authentication) AND TITLE L. Patrick Gray	
32. OFFICE MAINTAINING PERSONNEL FOLDER (If different from employing office)		35. DATE 2-12-73 Acting Director	
33. CODE DJ 02	EMPLOYING DEPARTMENT OR AGENCY FEDERAL BUREAU OF INVESTIGATION WASHINGTON D C 20535		

RECEIPT FOR GOVERNMENT PROPERTY
FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

Date 2/2/73

I certify that I have ☐ received ☒ returned the following Government property for official use:

Identification Badge #03971 *Detached & Detached*

Key to Lobby Entrance 9&D Building *Detached*

Key to Elevator 9&D Building

Key to Internal Space 9&D Building

Manual of Instructions #5818

Position Classification Manual #60

Issued to SA Patton

Manual of Rules and Regulations #1477

Inspectors' Manual (Headquarters) #121 *Detached*

Manual for Bureau Supervisors #308 *Detached*

FILE

3/5

READ

The Government property which you hereby acknowledge is charged to you and you are responsible for taking care of it and returning it when its use has been completed.

DO NOT MARK OR WRITE ON IT OR MUTILATE IT IN ANY WAY.

Very truly yours,

(Signature)

Arbor W. Gray

(Typed name)

Arbor W. Gray

67. JAN 28 1973
FEB 28 1973

37

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: ARBOR W. GRAY #529-14-8448

Where Assigned: NEW YORK SECURITY DIVISION
(Division) (Section, Unit)

Official Position Title and Grade: SPECIAL AGENT IN CHARGE GS-16

Rating Period: from 4/1/72 to 3/31/73

ADJECTIVE RATING: EXCELLENT
Outstanding, Excellent, Satisfactory, Unsatisfactory

Employee's
Initials

AG

Rated by: John F. Malone ASSISTANT DIRECTOR 3/31/73
Signature Title Date

Reviewed by: Mr. Hollahan Assistant Director APR 26 1973
Signature Title Date

Rating Approved by: Mr. Hollahan Assistant Director APR 26 1973
Signature Title Date

TYPE OF REPORT

☒ Official
☒ Annual

☐ Administrative
☐ 60-Day
☐ 90-Day
☐ Transfer
☐ Separation from Service
☐ Special

67-4417989-184
Searched _____ Numbered _____
8 APR 30 1973

THREE

61 MAY 1 1973

**PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL
CHECKLIST AND NARRATIVE COMMENTS**
(For use as attachment to Performance Rating Form FD-185)

ARBOR W. GRAY

Name of Employee _____

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

+ **RATE ITEMS AS FOLLOWS:** (See Manual of Rules and Regulations for detailed instructions.)
Outstanding (To warrant overall +, all rated elements must be +, and justified in writing.)

E **Excellent** (Overall E must be supported by E or + on majority of items, including important elements.)

✓ **Satisfactory**

- **Unsatisfactory** (If any item so rated, overall adjective rating can be no better than Satisfactory.) Any unsatisfactory item or overall Unsatisfactory rating must be supported in writing.

0 **No opportunity to appraise.** In other responses, use "X."

(Use INK for Checklist - DO NOT TYPE)

RESPOND TO EVERY ITEM

- + 1. Personal appearance.
- + 2. Personality and effectiveness of his personal contacts.
- + 3. Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability, and willingness to equitably share work load).
- + 4. Physical fitness (including health, energy, stamina). Any physical limitations affecting performance? ☐ Yes ☒ No. Has employee used more sick leave (including annual leave or LWOP for illness) during the rating period than the amount of sick leave earned during such period? ☐ Yes ☒ No. If answer to either is yes, explain.

There are no physical limitations affecting SAC GRAY's performance, nor has there been an abnormal use of sick leave.

- E 5. Resourcefulness, ingenuity, and initiative.
- + 6. Forcefulness and aggressiveness as required.
- + 7. Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.
- + 8. Planning of work.
- + 9. Accuracy and attention to pertinent detail.
- + 10. Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines, unless failure to meet is attributable to causes beyond employee's control.
- + 11. Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.
- + 12. Performance results (rate if applicable and mark others 0) + A. Internal Security; 0 B. Criminal or General Investigative; 0 C. Fugitive; 0 D. Applicant; 0 E. Accounting; 0 F. Other, such as Supervisor.
Comment on type of work handled entire rating period, including performance in other divisions, and appraisal of overall work performance:

SAC GRAY assumed duties as SAC, Security Division, New York Office, 2/5/73. From 4/1/72 to 2/2/73 he served as Chief of the Internal Security Section at FBIHQ, and his performance in that capacity was rated as Excellent. In his present position he is responsible for direction of all investigative matters in the security field, including Black Extremist Matters, Bombing matters, CPUSA, Puerto Rican independence groups; subversive matters, Weathermen, white hate groups, and related informant matters in all categories; also Selective Service matters and applicant matters in all classifications including Special Inquiries. He has under his supervision 10 supervisors and 201 Special Agents. He has shown a fine grasp of the work of this Division and has directed its activities so that maximum results are achieved.

Complexity of matters handled: ☐ None ☐ Moderate ☒ Most complicated

Degree of supervision required: ☐ Above average ☐ Average ☐ Minimum ☒ None

- A. Is employee available wherever needs of service require for general assignment? ☒ Yes ☐ No Special assignment? ☒ Yes ☐ No
- B. Is employee qualified to operate a motor vehicle incidental to his official duties? ☒ Yes ☐ No
If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
(b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.
- C. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, Accountant, or as Resident Agent, supervisor, instructor, etc.):

SECTION CHIEF; SPECIAL AGENT IN CHARGE.

ADJECTIVE RATING: _____

EXCELLENT.

EMPLOYEE'S INITIALS _____

(Outstanding, Excellent, Satisfactory, Unsatisfactory)

(Checklist and Narrative Comments continued)

- E 13. Firearms.
- 14 14. Development of informants and sources of information. Comment on weaknesses or justify limited participation.
During rating period developed 0 informants; 0 potential informants.
SAC GRAY directs development and handling of informants and sources of all types pertinent to investigative matters in the Security Division, including those of a highly sophisticated nature.
- 15 15. Reporting: (Consider conciseness, clarity, organization, thoroughness, accuracy, adequacy and pertinency of leads, and administrative detail.)
0 A. Reports; 1 B. Memos, letters, wires.
- 16 16. Performance as a witness. ☐ During rating period; ☒ Based on past performance; ☐ No experience.
- 17 17. Executive evaluation (approved Supervisors, Relief Supervisors, Alternate Senior and Senior Resident Agents; underline applicable.)
1 A. Leadership 1 F. Devising procedures
1 B. Ability to handle personnel 1 G. Promoting high morale
1 C. Making decisions 1 H. Getting results
1 D. Assignment of work 1 I. Furthering equal employment opportunity
1 E. Training subordinates
- 18 18. Raids and dangerous assignments; 1 A. As leader; 1 B. As participant.
- 19 19. Miscellaneous. Specify and rate:
1 Dictation; 0 Applicant recruitment; 0 Other _____
- 20 20. Police Instruction: ☒ Qualified ☐ Participated ☐ Audited
21. Foreign Language Ability: Proficient in N/A language(s).
Can handle typical investigative problems as follows:
A. Conversation form _____ ☐ Excellent ☐ Very Good ☐ Good ☐ Fair ☐ Unsatisfactory
(language)
B. Written form _____ ☐ Excellent ☐ Very Good ☐ Good ☐ Fair ☐ Unsatisfactory
(language)
Frequency _____ language ability used during rating period _____.
Anticipated use during ensuing year _____.
22. Administrative Advancement: ☐ (Check block if not interested.)
A. ☒ Yes ☐ No Agent is completely available for administrative advancement.
B. ☒ Yes ☐ No Agent is considered qualified for administrative advancement, including experience, ability, personality and appearance.
C. If answer to B is "Yes," Agent's qualifications are considered ☐ Very Good ☒ Excellent ☐ Outstanding
Explain if interested but not now qualified.
23. Number of Incentive Award 0.
Commendations received from Director: Individual 0 Through Superior 0.
Suggestions submitted 0.
If none, check block ☐.
24. Disciplinary Action and Justification for any Unsatisfactory Items. ☒ None
(List items taken into consideration on Checklist.)

EMPLOYEE'S INITIALS AG

UNITED STATES GOVERNMENT

Memorandum

TO : Acting Director, FBI

FROM : *JFM* ADIC JOHN F. MALONE, NEW YORK

SUBJECT: ARBOR W. GRAY
SAC, SECURITY DIVISION, NEW YORK

DATE: 5/1/73

Reference is made to my comments set forth in performance rating on SAC GRAY dated 3/31/73. He has continued to handle his responsibilities as SAC of the Security Division in an excellent and most effective manner, and based thereon it is my recommendation that he be considered for promotion to Grade GS-17.

*per Bassett, being
handled separately
JFM
5/4*

JFM:MT

(2) Bureau
1-NY

REC-13

67-447989-185
5 MAY 4 1973 <i>JB</i>

JFM
~~RECEIVED~~



5010-108

8 MAY 10 1973

42

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

Name: ARBOR W. GRAY

Title: SPECIAL AGENT IN CHARGE,
SECURITY DIVISION

EOD: 11/6/50

GS-16, \$35,363

VETERAN

ADIC JOHN F. ~~MALONE~~

SAC GRAY assumed duties as SAC,
Security Division, on 2/5/73.

Prior thereto he served as Chief
of the Internal Security Section at FBIHQ. In his
present position he is responsible for direction of
all investigative matters in the security field,
including Extremist Matters, Bombing matters, CPUSA,
Puerto Rican independence groups, subversive matters,
Weathermen, white hate groups, and related informant
matters in all categories; also Selective Service matters
and applicant matters in all classifications including
Special Inquiries. He has under his supervision
10 Supervisors and 201 Special Agents. He has shown
a fine grasp of the work of this Division and has
directed its activities so that maximum results are achieved.
His qualifications for administrative advancement are
regarded as Excellent.

RATING: EXCELLENT

INSPECTOR K. L. BROUSE:
(KLB:bhg, 6/15/73)

For Inspector's comments see memo
L. M. Walters to Mr. Felt captioned
'Inspection - New York Office (NYO),

Inspector Karl L. Brouse, 4/9 - 27/73, " dated June 6, 1973, KLB:bhg.

New York Inspection

4/18/73

37-NOT RECORDED

2 JUN 20 1973

167

85

10-08
3-08

UNITED STATES GOVERNMENT

Memorandum

TO : MR. FELT

DATE: 5-4-73

FROM : H. N. BASSETT *hnb*

SUBJECT: SAC ARBOR W. GRAY
SECURITY DIVISION
NEW YORK OFFICE
EOD 11-6-50; GS-16, \$35, 363

Felt
Mr. Felt _____
Mr. Baker _____
Mr. Callahan _____
Mr. Cleveland _____
Mr. Conrad _____
Mr. Gebhardt _____
Mr. Jenkins _____
Mr. Marshall _____
Mr. Miller, E.S. _____
Mr. Soyars _____
Mr. Thompson _____
Mr. Walters _____
Tele. Room _____
Mr. Kinley _____
Mr. Armstrong _____
Mr. Bowers _____
Mr. Herington _____
Ms. Herwig _____
Mr. Mintz _____
Mrs. Neenan _____

The purpose of this memorandum is to recommend that SAC Gray be promoted to GS-17.

SAC Gray entered on duty 11-6-50, age 50, married, 2 children. He was promoted to GS-16 while assigned to FBIHQ on 1-2-70. It has long been standard policy that the SAC position in New York warrants a GS-17. Assistant Director Malone is in GS-18, SACs Morley (Administrative Division) and Franck (Organized Crime Division) are both in GS-17. SACs Decker and Schutz are both in Grade GS-16; however, are precluded from promotion to GS-17 because of the Whitten Amendment. SAC Gray reported to his current position on 2-5-73. He was rated Excellent on his last annual performance rating and according to Inspector Brouse nothing was developed during the recent inspection of the New York Office to preclude this promotion.

RECOMMENDATION:

That SAC Gray be promoted to GS-17, effective 5-7-73.

Enc.

HNB:pmd

(2)

PERMANENT BRIEF OF PERSONNEL FILE OF SAC GRAY ATTACHED.

3/12

Name: **Arbor W. Gray**Date: **June 6, 1973**

APPLICATION

- ☒ The "Application for Retirement" will be forwarded by the Bureau to the Civil Service Commission (CSC) for approval.
- ☐ The enclosed "Application for Retirement" should be executed (or changed as indicated below) and promptly returned to the Bureau for forwarding to the Civil Service Commission (CSC) for approval. The information sheet attached to the application is for your records and you should detach it before sending in the application.

DEPOSIT OR REDEPOSIT

Making either a deposit or redeposit is optional. Such amounts are paid directly by you to CSC; therefore, it is possible that you have already made the deposit or redeposit indicated below without the Bureau's knowledge, having dealt directly with CSC. If so, you may ignore this matter now. If not, after a review of the approximate annuity figures shown below, should you decide to make a deposit or redeposit, you should request Bureau to forward Standard Form 2803 to you. Return this form to the Bureau.

- ☒ Not applicable.
- ☐ The deposit you may owe is a payment to the retirement fund to cover a period of service during which no retirement deductions were withheld from salary. Credit is given for service not covered by deductions; however, if the deposit is not paid, your annuity will be reduced each year by 10% of the amount due as deposit. The amount you may owe is approximately \$_____.
- ☐ The redeposit you may owe is a payment to the retirement fund to cover a period of service for which retirement deductions were withheld from your salary but later refunded to you following your separation from civilian employment. No credit is allowed in the computation of annuity for the period of service covered by the refund unless redeposit is made. The amount you may owe is approximately \$_____.

ANNUITY

Annuities are computed on full months of service. The estimated annuity below is based on your ☒ Bureau service, including 0 year, 7 months, 6 days of accrued sick leave, ☐ other civilian Government service and/or ☒ military service known to us, totalling 26 years, 8 months, 2 days. CSC makes the official computations and determines whether prior service is creditable, advising you direct the exact amount of your annuity. The figures below are only estimates, and they do not take account of deduction for health insurance coverage. You should receive the first annuity check about 2 months after separating from the Bureau's rolls. Separation for disability retirement or for SA retirement cannot be made final until CSC has notified FBI of the approval of your application.

TYPES OF ANNUITY

Married applicants only

	With Deposit	Without Deposit	With Redeposit	Without Redeposit	With Deposit & Redeposit
<input checked="" type="checkbox"/> Reduced Type of Annuity with benefit to Spouse (See over, next to last paragraph, Health Benefits Program)	\$ 1372	\$ _____	\$ _____	\$ _____	\$ _____
<input checked="" type="checkbox"/> Annuity Without Survivor Benefit	\$ 1498	\$ _____	\$ _____	\$ _____	\$ _____

Unmarried applicants only (Including Widowed or Divorced)

<input type="checkbox"/> Annuity without Survivor Benefit	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____
<input type="checkbox"/> Reduced Annuity With Benefit to Person having an Insurable Interest	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____
<input type="checkbox"/> Survivor Annuity (55% of all or the portion of your annuity specified)	\$ _____	\$ _____	\$ _____	\$ _____	\$ _____

plus annuity for each eligible child.

SEPARATION FROM ROLLS

Since you ☒ will cease active duty ☐ ceased active duty on 6/22/73 your annuity will commence 6/30/73 immediately following the ☐ cease active duty date or ☒ expiration of current accrued annual leave on 6/29/73 earned through 6/22/73. Item B2 on application ☐ changed to ☐ should be changed to close of business _____.

If ☐ annual leave or sick leave was or will be used by you subsequent to _____ this may change the effective date of your retirement and shorten your total length of service. Bureau should be advised immediately of any such change.

- ☐ If retirement is for disability, separation takes effect after the approval of CSC is received by the Bureau or after the expiration of any accrued sick leave, whichever occurs later. Under Internal Revenue Service regulations, some sick pay and disability income is not taxable; thus, you may be able to exclude from Federal income tax liability all or a part of the payments you receive for sick leave used prior to the date your annuity commenced, as well as for annuity received as a disability annuitant. Any such exemption would terminate when you reach normal retirement age. Thereafter, this annuity would be Federal income tax-free until you had drawn as annuity an amount equal to the retirement deductions from your salary while you were working. CSC will advise you of this amount.
- ☒ If retirement is not for disability, the "sick pay" exclusion is not permissible. Once you have received in annuity as much as was deducted from your salary for retirement purposes, you are subject to Federal Income Tax on the rest. CSC will advise how much was deducted. Only if you were incapacitated and were granted extended sick and/or annual leave for sick leave exceeding thirty calendar days prior to separation for retirement might you qualify for a "sick pay" exclusion for the leave period.
- ☒ Questions you may have as an annuitant regarding your income tax liability or privileges can be answered by the Internal Revenue Service. Internal Revenue Publication, Comprehensive Tax Guide to U.S. Civil Service Retirement Benefits, may be of assistance to you. Note: You are required to file a Federal gift tax return, Form 709, if you elect a reduced annuity with benefit to surviving spouse. In the usual case it is unlikely any tax will be payable; however, a tax return must be filed.
- ☒ You should send CSC over your signature any change in address, setting out your CSA (retirement) number.
- ☒ Following your separation date, you will receive a lump-sum payment for your accumulated annual leave in the approximate amount of \$ **3,300**. A deduction for Federal income tax has been made from this estimate.

The above annuity figures include the 6.1% cost-of-living increase effective 7/1/73.

FEDERAL EMPLOYEES' GROUP LIFE INSURANCE

- ☐ Records show you elected Optional Insurance of \$10,000 and have Regular Insurance of \$ 30,000
☒ Records show you declined Optional Insurance but are covered by Regular Insurance of \$ 30,000
☐ Records show you waived both Regular and Optional Insurance.

You may continue your group life insurance coverage following retirement or convert it to an individual life insurance policy without being required to undergo a physical examination. Conversion to an individual life insurance policy necessitates paying the usual premium for a person of your age and class of risk. If you decide to convert, the Bureau should be immediately advised. Otherwise, SF-56, "Agency Certification of Insurance Status," will be forwarded to CSC and a copy sent to you. If you elect to continue Regular Insurance coverage, such protection will continue premium free until you reach age 65. At that time coverage will be reduced 75% (at 2% per month) by the time you reach age 68 years and 2 months. The remaining 25% is also premium free for the remainder of life. Optional Insurance of \$10,000, if continued after retirement, will be at full premium cost until you reach age 65. Thereafter, it is cost free for the remainder of life and commencing at age 65 it will be reduced 75% at the same rate as Regular Insurance. The premium cost of Optional Insurance varies as to age, beginning at \$2.82 monthly for persons under age 35 and ranging to \$41.17 monthly for persons age 60 or over. Optional Insurance may be continued after retirement if you continue to pay for it until age 65 provided you keep Regular Insurance. To retain the Optional Insurance requires no action, CSC will deduct the cost from your annuity. You must have had Optional Insurance for all of your service during which it was available (first offered in (1968) or for 12 years immediately before your retirement. Optional Insurance may be converted to an individual policy if you are not eligible to continue it or, if you do not wish Optional Insurance to be continued, you may waive coverage at any time by notifying CSC and still keep your Regular Insurance. Following retirement, double indemnity benefits concerning accidental death and dismemberment no longer exist for either Regular or Optional Insurance.

- ☐ You elected Optional Insurance on _____. If you desire to waive the insurance, you should submit SF-176. If you desire to convert the Optional Insurance, submit in duplicate a signed statement that you want to convert the Optional Insurance to an individual policy and wish to be informed how to do it.

Note: If the annuity of an insured retired employee is terminated under any applicable law or regulation, his regular and/or optional life insurance coverage stops on the date of such termination, with no conversion rights thereafter.

DESIGNATION OF BENEFICIARY, STANDARD FORM 54, FEDERAL EMPLOYEES' GROUP LIFE INSURANCE FILED:

- ☒ No. Beneficiary will be in order of precedence used by U.S. Government and is: (1) child or widow; (2) child or grandchild, etc.
☒ Yes; beneficiary designated as Mary L. Gray, wife, eleven-twelfths; Mary W. Harborough,
 This designation is being forwarded to CSC and it will remain valid unless wife's aunt; one-twelfth
 changed or canceled. Contact CSC for any change desired following retirement.

FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM

- ☐ Records show you elected not to enroll.
- ☒ Records show you enrolled in the following plan:
- ☐ Government-wide Service Benefit Plan (Blue Cross - Blue Shield)
- ☐ Government-wide Indemnity Benefit Plan (Aetna Life Insurance Company)
- ☐ Comprehensive Medical Plan
- ☒ Special Agents Mutual Benefit Association (SAMBA) (See information below on SAMBA Life Insurance)

Unless you cancel your present health benefits enrollment, you will remain under your health benefits plan after retirement, and your enrollment will be transferred to CSC. The cost of your share of the plan will be deducted from your annuity by CSC.

Enrollment of an employee who dies while he is enrolled "for self and family" continues for his family if at least one family member is entitled to an annuity as the survivor. If the survivor annuitant is the only eligible family member, the retirement system will automatically change the enrollment to "self only."

The original of SF 2810, "Notice of Change in Health Benefits Enrollment," will be forwarded to you by the Bureau at a later date.

SAMBA LIFE INSURANCE - The life insurance you carry under SAMBA on yourself and dependents will continue in force until 1-10 or 7-10 coinciding with or next following the date of your retirement providing you pay the premium semi-annually. However, if premium for this coverage is withheld by payroll allotment, the life insurance ceases as of the date your separation for retirement becomes effective, with a 31-day grace period. If you desire to continue the protection beyond this time, you may do so without a physical examination on you, your spouse, and children under age 21. You may elect to continue to age 70 at group rates 50% of the life insurance on you, your spouse, and children as follows:

Your Pre-retirement Amount	Amount Continued at Retirement	Semi-Annual Cost	Spouse and Children				Semi-Annual Cost
			Pre-retirement Amount		Amount Continued at Retirement		
			Spouse	Child	Spouse	Child	
\$ 3,000	\$ 1,500	\$ 3.25					
7,000	3,500	12.25					
8,000	4,000	15.00					
10,000	5,000	20.00	\$ 2,000	\$1,000	\$1,000	NONE	\$ 2.25
12,000	6,000	25.75	4,000	3,500	2,000	1,750	8.00
15,000	7,500	33.50	8,000	3,500	4,000	1,750	16.00
20,000	10,000	48.00	10,000	NONE	5,000	NONE	20.00
23,000	11,500	58.50					
30,000	15,000	75.00					
35,000	17,500	87.50					

If you desire to convert 50% of your present life insurance, write within 31 days before your coverage terminates to SAMBA, Suite 750, 1325 G Street, Northwest, Washington, D. C. 20005. You may continue this coverage until January 10 or July 10 which coincides with or next follows your attainment of age 70. You will be billed on a semi-annually basis on January 10th and July 10th. At age 70, this coverage will terminate and you may then convert the amount of life insurance carried with SAMBA on you and your spouse to a regular policy with The Prudential Insurance Company of America.

At retirement the 50% of SAMBA Life Insurance that cannot be continued with SAMBA may be converted to a regular policy with Prudential on you and your spouse, but not on the children. The premium will be the same as if you and your spouse applied for an individual policy at that time. You may make the necessary conversion arrangement through the nearest Prudential Office.

SPECIAL ACCIDENT AND TRAVEL INSURANCE (SATI)

SPECIAL ACCIDENT AND TRAVEL INSURANCE (SATI). If you are a member of SATI upon retirement, you cannot continue the Long Term Disability (In-Hospital Income, Salary Continuation and Pension Supplement). You may continue the Accidental Death, Dismemberment and Permanent Total Disability and the Accident Indemnification at the same rates and amounts to age 65. You may also continue the coverage on your spouse to age 65 and your dependent children to age 18 (or 23 if full-time student.) Upon attainment of age 65 you may only continue the Accidental Death and Dismemberment but not the Permanent Total Disability portion to a maximum of \$25,000 on you and your spouse to age 75. The cost will be 19¢ per month per thousand. Upon the death of an insured employee, the insured spouse and dependent children may continue their insurance until age 65 or age 18. The Accident Indemnification cannot be continued after age 65. If you retire due to disability and belong to SATI, you should contact Wright and Company, Suite 1222, 1001 Connecticut Avenue, N. W., Washington, D. C. 20036.

ENCLOSURE

- ☐ Standard Form 2801, "Application for Retirement"
☒ Standard Form 8, "Notice to Federal Employee About Unemployment Compensation"
☒ Pamphlet, "Your Retirement System."
☐ Standard Form 2801-B, "Physician's Statement," for disability retirement.

ADDITIONAL INFORMATION
IN SUPPORT OF APPLICATION FOR CIVIL SERVICE RETIREMENT
(To be completed by agency employing office and attached to employee's application for retirement)

GENERAL INSTRUCTION: Consult FPM Supplement 831-1, Retirement, for complete information on Civil Service Retirement.

SPECIFIC INSTRUCTION: Complete both sides of this form and attach to employee's application for retirement, SF 2801. If additional space is needed, use official agency letterhead stationery. Authorized personnel official must certify as shown in Part G on other side of this form.

A. IDENTIFICATION OF APPLICANT

1. NAME OF APPLICANT (<i>Last, First, Middle</i>) GRAY, ARBOR WILLIAM	2. DATE OF BIRTH (<i>Month, Day, Year</i>) 7/7/22	3. SOCIAL SECURITY ACCOUNT NUMBER 529 14 8448
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B. INFORMATION CONCERNING ADDITIONAL CREDITABLE CIVILIAN SERVICE, IF ANY

1. SERVICE COMPUTATION DATE (<i>Month</i>) (<i>Day</i>) (<i>Year</i>) 6/4/47	2. REVIEW PERSONNEL FOLDER. DOES APPLICANT HAVE CREDITABLE CIVILIAN SERVICE NOT COVERED BY CIVIL SERVICE RETIREMENT CONTRIBUTIONS (<i>Including Federal service covered by social security or another retirement system for Federal or District of Columbia employees?</i>) <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
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3. IF ANSWER IN ITEM 2 IS YES, COMPLETE SCHEDULE BELOW TO SHOW SERVICE VERIFIED BY OFFICIAL DOCUMENTS IN PERSONNEL FOLDER, INCLUDING THE EFFECTIVE DATE AND RATE OF EACH PAY CHANGE. UNDER "REMARKS" SHOW ANY PERIOD OF LEAVE WITHOUT PAY, TIME ACTUALLY WORKED IF EMPLOYMENT WAS INTERMITTENT, OR TOUR OF DUTY IF EMPLOYMENT WAS PART TIME WITH A REGULAR TOUR OF DUTY.

IMPORTANT: SF 144, Statement of Prior Federal Civilian or Military Service, or comparable document containing applicant's unverified allegation of prior civilian service is NOT acceptable for retirement purposes. If employee claims civilian service NOT verified by official personnel documents, do not delay submission of application for retirement. Instead, have applicant attach a signed statement to his application, giving dates of claimed service, position titles, location of employment, and agency name including bureau and division.

EFFECTIVE DATE	ACTION	BASE PAY	FEDERAL AGENCY	RETIREMENT SYSTEM (<i>If any</i>)	REMARKS
11/6/50 6/29/73	Appointed Ret. Lib.		FBI	CS	
TOTAL VERIFIED CIVILIAN SERVICE 22-7-24 TOTAL UNVERIFIED CIVILIAN SERVICE 0-0-0					

C. INFORMATION CONCERNING CREDITABLE MILITARY SERVICE (*If claimed by applicant*)

1. IF APPLICANT CLAIMS RETIREMENT CREDIT FOR MILITARY SERVICE, IS A COPY OF OFFICIAL MILITARY DISCHARGE CERTIFICATE ATTACHED TO APPLICATION FOR RETIREMENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	NOTE: A military discharge certificate submitted with application for retirement is acceptable only if it shows specific dates of active service and character of discharge.
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2. IF APPLICANT HAS NOT ATTACHED AN ACCEPTABLE COPY OF OFFICIAL MILITARY DISCHARGE CERTIFICATE, BUT EXACT DATES OF ACTIVE, HONORABLE MILITARY SERVICE HAVE BEEN VERIFIED IN PERSONNEL FOLDER (*By prior comparison with official military discharge certificate*) FOR VETERANS PREFERENCE OR OTHER PURPOSES, COMPLETE SCHEDULE BELOW. DO NOT DELAY SUBMISSION OF APPLICATION FOR RETIREMENT TO VERIFY SERVICE IF UNVERIFIED. IF SERVICE NOT VERIFIED IN PERSONNEL FOLDER, SO STATE BELOW.

IMPORTANT: SF 144, Statement of Prior Federal Civilian or Military Service, or comparable document containing applicant's unverified allegation of military service, is not acceptable for retirement purposes.

FROM	TO	BRANCH	CHARACTER OF DISCHARGE	TIME LOST, IF ANY
12/15/42 2/1/44	1/31/44 5/15/46	U. S. Navy U. S. Marine Corps	Honorable Honorable	None None
TOTAL VERIFIED MILITARY SERVICE 3-5-2 TOTAL UNVERIFIED MILITARY SERVICE 0-0-0				

3. IS APPLICANT IN RECEIPT OF MILITARY RETIRED PAY? <input type="checkbox"/> Yes. Attach a copy of applicant's military retired pay order, if available. <input checked="" type="checkbox"/> No.	4. IF YES, HAS APPLICANT WAIVED MILITARY RETIRED PAY TO CREDIT MILITARY SERVICE FOR CIVIL SERVICE RETIREMENT? (<i>See FPM Supplement 831-1, Retirement, Subchapter S3-5f.</i>) <input type="checkbox"/> Yes. Attach copy of military finance center letter to employee accepting waiver, if available. <input checked="" type="checkbox"/> No. (<i>Includes cases where waiver unnecessary</i>)
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D. TYPE OF IMMEDIATE RETIREMENT

1. <input type="checkbox"/> AGE	• Enter date that notice of mandatory separation was given to employee _____ (Date)
2. <input checked="" type="checkbox"/> OPTIONAL (Voluntary)	• If retirement is under special provision for law enforcement employees, <u>attach</u> agency head's recommendation.
3. <input type="checkbox"/> DISCONTINUED SERVICE	• <u>Attach</u> certified summary of events leading to separation and copies of all relevant documents exchanged with employee.
4. <input type="checkbox"/> DISABILITY	• Prepare two copies of SF 2801-C, transmittal of medical documents, according to instructions on SF 2801-C. • <u>Attach Duplicate</u> copy of SF 2801-C to this form for submission with application for retirement, SF 2801. • Send Original copy of SF 2801-C with medical documents to civil service commission office having medical jurisdiction over disability retirement from the applicant's place of employment.

E. FEDERAL EMPLOYEES GROUP LIFE INSURANCE AND HEALTH BENEFITS STATUS

1. IS APPLICANT ELIGIBLE TO CONTINUE GROUP LIFE INSURANCE COVERAGE DURING RETIREMENT? (See Federal Personnel Manual supplement 870-1, Life Insurance, subchapter S6, for detailed instructions)	
<input checked="" type="checkbox"/> YES. Enter following information below: <input checked="" type="checkbox"/> Eligible to continue regular insurance only. <input type="checkbox"/> Eligible to continue regular plus optional insurance; continuous optional insurance coverage since: <div style="text-align: center; font-size: 1.2em;">2/14/68</div> <div style="text-align: center; font-size: 0.8em;">(Insert date of most recent SF 176, Election, Declination, or Waiver of life insurance coverage)</div>	<input type="checkbox"/> NO. Give reason below: <input type="checkbox"/> Less than 12 years service for life insurance purposes and retirement not for disability. <input type="checkbox"/> Waived all life insurance coverage. <input type="checkbox"/> Not eligible for life insurance. <input type="checkbox"/> Other (specify)
2. IS APPLICANT ELIGIBLE TO CONTINUE FEDERAL EMPLOYEES HEALTH BENEFITS ENROLLMENT DURING RETIREMENT? (See Federal Personnel Manual supplement 890-1, health benefits, subchapter S14, for detailed instructions)	
<input checked="" type="checkbox"/> YES. Enter following information: <div style="text-align: center; font-size: 1.2em;">442</div> <div style="text-align: center; font-size: 0.8em;">Enrollment Code Number</div> <div style="text-align: center; font-size: 1.2em;">3215074</div> <div style="text-align: center; font-size: 0.8em;">Carrier Control Number</div>	<input type="checkbox"/> NO. Give reason below: <input type="checkbox"/> Less than 12 years service for health benefits purposes and retirement not for disability. <input type="checkbox"/> Not enrolled since first opportunity or for 5 years of service immediately before retirement, whichever is less. <input type="checkbox"/> Not enrolled for health benefits. <input type="checkbox"/> Other (specify)
3. DOCUMENTATION: If employee is eligible to continue life insurance coverage and/or health benefits enrollment during retirement, determine which of the two procedures below will be followed in submitting SF 2801, Application for Retirement. After life insurance and/or health benefits actions have been taken, check appropriate box(es) below.	
PROCEDURE 1: AGE, OPTIONAL, OR DISCONTINUED SERVICE RETIREMENT SF 2801 (Application for Retirement) and SF 2806 (Individual Retirement Record) will be submitted <u>after</u> separation for retirement. LIFE INSURANCE DOCUMENTATION <input type="checkbox"/> Applicant eligible for continued life insurance coverage. Upon separation <u>attach</u> original copy of SF 56 (Agency Certification of Insurance Status) NOTE: Carefully observe instructions on SF 56 for attaching SF 54, Designation of Beneficiary if current SF 54 is on file in personnel folder. HEALTH BENEFITS DOCUMENTATION <input type="checkbox"/> Applicant eligible for continued health benefits enrollment. Upon separation <u>attach</u> personnel folder copy of SF 2810 (Transferring enrollment to Civil Service Retirement System) and <u>all</u> personnel folder copies of SF 2809 and SF 2810 together with any medical certificates.	PROCEDURE 2: DISABILITY RETIREMENT OR LAW ENFORCEMENT EMPLOYEE SF 2801 (Application for Retirement) and SF 2806 (Preliminary Retirement Record) will be submitted for approval <u>before</u> separation for retirement. LIFE INSURANCE DOCUMENTATION <input checked="" type="checkbox"/> Applicant eligible for continued life insurance coverage. Establish follow up to assure that original copy of SF 56 (Agency Certification of Insurance Status) and any current SF 54 (Designation of Beneficiary) will be attached to final SF 2806 (Individual Retirement Record) when submitted <u>after</u> separation for retirement. HEALTH BENEFITS DOCUMENTATION <input checked="" type="checkbox"/> Applicant eligible for continued health benefits enrollment. Establish follow up to assure that personnel folder copy of SF 2810 (Transferring enrollment to Civil Service Retirement System) and <u>all</u> personnel folder copies of SF 2809 and SF 2810 together with any medical certificates are attached to <u>final</u> SF 2806, when submitted <u>after</u> separation for retirement.

F. INSTRUCTIONS TO AGENCY PAYROLL OFFICE

1. Verify that life insurance and health benefits status as shown on this form are consistent with payroll records. 2. Be sure to post unused sick leave and confirmed pay status remarks on certified SF 2806, Individual Retirement Record. 3. Submit SF 2801, Application for Retirement, together with certified SF 2806, Individual Retirement Record, and required attachments, to the U.S. Civil Service Commission, Bureau of Retirement, Insurance, and Occupational Health, Washington, D.C. 20415, within time limits prescribed in FPM Supplement 831-1, Subchapter S22.
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G. AGENCY EMPLOYING OFFICE CERTIFICATION

I certify that the information contained on this form accurately reflects official personnel records in the custody of this agency.	
SIGNATURE OF AUTHORIZED AGENCY PERSONNEL OFFICIAL	
OFFICIAL TITLE Personnel Officer	DATE 6/6/73
AGENCY NAME AND ADDRESS, INCLUDING ZIP CODE, AND TELEPHONE NUMBER, INCLUDING AREA CODE FBI (202) 324-3887 Ninth & Pennsylvania Avenue, Northwest Washington, D.C. 20535	

Arbor W. Gray

New York, New York
May 31, 1973

Mr. William D. Ruckelshaus
Acting Director
Federal Bureau of Investigation
Washington, D.C.

Mr. Tolson ☒
Mr. DeLoach ☒
Mr. Callahan ☒
Mr. Cleveland ☐
Mr. Conrad ☐
Mr. Gebhardt ☐
Mr. Jenkins ☐
Mr. Marshall ☐
Mr. Miller, E.S. ☐
Mr. Soyars ☐
Mr. Thompson ☐
Mr. Walters ☐
Tele. Room ☐
Mr. Boise ☐
Mr. Barnes ☐
Mr. Bowers ☐
Mr. Herington ☐
Mr. Conmy ☐
Mr. Mintz ☐
Mr. Bordley ☐
Mrs. Hogan ☐

Dear Mr. Ruckelshaus:

Respectfully, I submit my application
for retirement effective at the close of business
June 29, 1973.

This was not, as I am sure you will
understand, an easy decision. Breaking away from
a career to which you have proudly devoted more
than twenty-two years of your life is indeed a
traumatic experience. But, personal and family
considerations do weigh in the value scale and
compel me to take this action.

I trust that you will give favorable
consideration to my application for retirement,
and I assure you that I stand ready at any time
to support the FBI in its vital role in our free
society.

Sincerely yours,

Arbor W. Gray

Arbor W. Gray
Special Agent in Charge

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6-11-73

APPLICATION FOR RETIREMENT CIVIL SERVICE RETIREMENT SYSTEM

(USE ONLY IF SEPARATED ON OR AFTER
OCTOBER 20, 1969)

To Avoid Delay—1. Read Information Carefully; 2. Complete Application in Full; 3. Typewrite or Print in Ink

A. IDENTIFYING INFORMATION

1. NAME (Last) (First) (Middle) GRAY ARBOR W.			2. LIST ALL OTHER NAMES YOU HAVE USED None		
3. ADDRESS (Including ZIP code) 12704 Silverbirch Lane Laurel, Maryland 20810			4. PHONE NUMBER (Including Area Code) (301) 776-5598	5. DATE OF BIRTH (Month) (Day) (Year) 7/7/22	6. SOCIAL SECURITY ACCOUNT NUMBER 529 14 8448
8A. ARE YOU MARRIED <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO			8B. IF "YES" GIVE THE FOLLOWING INFORMATION		
WIFE'S OR HUSBAND'S NAME (First) (Middle) (Last) Mary (NMI)	HER (OR HIS) BIRTH DATE (Month) (Day) (Year) 3/6/20	HER (OR HIS) SOCIAL SE- CURITY ACCOUNT NUMBER 243-28-3521	DATE OF MARRIAGE (Month) (Day) (Year) 9/22/45	PLACE OF MARRIAGE (City) (State) Washington, N.C.	MARRIAGE PERFORMED BY: <input checked="" type="checkbox"/> CLERGYMAN OR JUSTICE OF THE PEACE <input type="checkbox"/> OTHER (Specify)
9A. DO YOU HAVE ANY UNMARRIED CHILDREN UNDER AGE 22 (Or over age 22 and incapable of self support because of a disability incurred before age 18)? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO					
9B. IF "YES" LIST NAME AND DATE OF BIRTH OF EACH CHILD. WRITE THE WORD "DISABLED" AFTER CHILD'S NAME WHERE APPLICABLE					
CHILD'S NAME (First) (Middle) (Last)		DATE OF BIRTH (Mo.) (Day) (Yr.)		CHILD'S NAME (First) (Middle) (Last)	

B. CIVILIAN AND MILITARY SERVICE

1. DEPARTMENT OR AGENCY IN WHICH PRESENTLY OR LAST EMPLOYED, INCLUDING BUREAU OR DIVISION, AND ADDRESS, INCLUDING ZIP CODE Department of Justice Federal Bureau of Investigation 201 E. 69 Street, New York, NY 10021		2. DATE OF FINAL SEPARATION (Month) (Day) (Year) 6 29 73		3. APPROXIMATE YEARS OF FEDERAL SERVICE CIVILIAN MILITARY 22 1/2 3 1/2	
5. DO YOU HAVE FEDERAL EMPLOYEES GROUP LIFE INSURANCE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		6. IF YOU HAVE REGULAR LIFE INSURANCE, DO YOU ALSO HAVE OPTIONAL LIFE INSURANCE? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		7A. HAVE YOU BEEN ENROLLED IN A PLAN UNDER THE FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM SINCE YOUR FIRST OPPORTUNITY TO ENROLL OR FOR AT LEAST FIVE YEARS IMMEDIATELY BEFORE YOUR RETIREMENT? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
				7B. IF "YES" PLEASE LIST YOUR CURRENT: CARRIER CONTROL NUMBER ENROLLMENT CODE NUMBER 3215074 442	
8. COMPLETE THE SCHEDULE BELOW IF YOU HAVE PERFORMED ACTIVE DUTY THAT TERMINATED UNDER HONORABLE CONDITIONS IN ANY OF THE FOLLOWING SERVICES: (A) ARMY, NAVY, MARINE CORPS, AIR FORCE, OR COAST GUARD OF THE UNITED STATES; OR (B) REGULAR CORPS OR RESERVE CORPS OF THE PUBLIC HEALTH SERVICE AFTER JUNE 30, 1960; OR (C) AS A COMMISSIONED OFFICER OF THE COAST AND GEODETIC SURVEY AFTER JUNE 30, 1961; OR (D) AS A COMMISSIONED OFFICER OF THE ENVIRONMENTAL SCIENCE SERVICES ADMINISTRATION. ATTACH A COPY OF YOUR DISCHARGE CERTIFICATE OR OTHER CERTIFICATE OF ACTIVE MILITARY SERVICE IF AVAILABLE.					
BRANCH OF SERVICE	SERIAL NUMBER	DATE OF ENTRANCE ON ACTIVE DUTY	DATE OF SEPARATION FROM ACTIVE DUTY	LAST GRADE OR RANK	ORGANIZATION AT DISCHARGE (Div., Regt., Co., etc.)
U.S. Navy R-	559 05 34	12/15/42	1/31/44	Av. Cad.	U.S. Naval Air Station, Pensacola, Fla.
U.S. Marine Corps R	033900	2/1/44	5/15/46	Captain	USMC Air Station, Cherry Point, N.C.
9A. ARE YOU A MILITARY RESERVIST (Either Active or Inactive)? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		9B. ARE YOU IN RECEIPT OF OR HAVE YOU EVER APPLIED FOR MILITARY RETIRED PAY? (Retired pay does not include V.A. pension or compensation.) <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		9C. IF "YES" WERE YOU RETIRED FROM A RESERVE COMPONENT UNDER CHAPTER 67, TITLE 10, USC? (Formerly Title III, Public Law 80-810) <input type="checkbox"/> YES <input type="checkbox"/> NO	

C. DISABILITY INFORMATION (Only Applicants for Total Disability Retirement Will Complete This Part)

1. BRIEFLY DESCRIBE YOUR DISABILITIES. STATE WHEN OCCURRED, AND HOW THEY INTERFERE WITH PERFORMANCE OF THE DUTIES OF YOUR POSITION. (ATTACH ADDITIONAL COMMENTS ON PLAIN SHEET OF PAPER, IF NECESSARY.) ALSO, STATE MONTH AND YEAR IN WHICH YOU BECAME TOTALLY DISABLED.
--

D. OTHER CLAIM INFORMATION

1A. HAVE YOU EVER RECEIVED OR MADE APPLICATION FOR COMPENSATION UNDER THE FEDERAL EMPLOYEES' COMPENSATION ACT? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		1B. IF "YES" STATE THE NUMBER OF YOUR COMPENSATION CLAIM AND THE PERIOD FOR WHICH YOU RECEIVED COMPENSATION: CLAIM NUMBER FROM (Mo.) (Day) (Year) TO (Mo.) (Day) (Year)	
2A. HAVE YOU PREVIOUSLY FILED ANY APPLICATION UNDER THE CIVIL SERVICE RETIREMENT SYSTEM, INCLUDING APPLICATION FOR RETIREMENT, REFUND, DEPOSIT OR REDEPOSIT, OR VOLUNTARY CONTRIBUTIONS? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		2B. IF "YES" INDICATE THE TYPE(S) OF APPLICATION AND GIVE THE CLAIM NUMBER(S) IF KNOWN <input type="checkbox"/> RETIREMENT <input type="checkbox"/> DEPOSIT OR REDEPOSIT <input type="checkbox"/> REFUND <input type="checkbox"/> VOLUNTARY CONTRIBUTIONS CLAIM NUMBER(S)	
3A. DO YOU HAVE LIFE INSURANCE THROUGH A FORMER EMPLOYEE BENEFICIAL ASSOCIATION FOR WHICH YOU NOW PAY PREMIUMS TO THE CIVIL SERVICE COMMISSION? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		3B. IF "YES" GIVE YOUR ACCOUNT NUMBER B	
4A. HAVE YOU EVER BEEN EMPLOYED UNDER ANOTHER RETIREMENT SYSTEM FOR FEDERAL OR DISTRICT OF COLUMBIA EMPLOYEES? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO		4B. IF "YES" GIVE THE NAME OF THE OTHER RETIREMENT SYSTEM 12/1/45	

INDICATE, BY SIGNING YOUR INITIALS IN THE APPROPRIATE BOX BELOW, THE TYPE OF ANNUITY YOU WANT TO RECEIVE. READ THE EXPLANATIONS AND CONSIDER THE MATTER CAREFULLY. NO CHANGE WILL BE PERMITTED AFTER AN ANNUITY HAS BEEN GRANTED. IF YOU WANT AN ANNUITY WITH A SURVIVOR BENEFIT, BE SURE TO GIVE THE OTHER INFORMATION CALLED FOR.

F. TYPES OF ANNUITY: MARRIED APPLICANTS ONLY

INITIALS
1. **AG**

ANNUITY WITH SURVIVOR BENEFIT TO WIDOW OR WIDOWER

SPECIFY THE PORTION OF YOUR ANNUITY YOU WANT USED AS THE BASE FOR YOUR WIDOW'S (OR WIDOWER'S) SURVIVOR ANNUITY.

If you want all your annuity used as the base for the survivor benefit, write the word "all" in the box below. If you want only part of your annuity used as the base for the survivor benefit, write the yearly amount of your annuity you want used.

\$ ALL

THE SURVIVOR'S ANNUITY WILL BE 55% OF ALL OR WHATEVER PORTION OF YOUR ANNUITY YOU SPECIFY AS THE BASE FOR HER (OR HIS) BENEFIT.

- If you are married, you will receive this type of annuity unless you choose the annuity in F. 2.
- The annuity payable to you during your lifetime will be reduced by 2 1/4% of any amount up to \$3,600 a year used as the base for the survivor benefit, plus 10% of any amount over \$3,600 so used.
- If your wife (or husband) should die before you, no change in type of annuity will be permitted, your annuity will not be increased, nor may you name any other person as survivor.
- The survivor's annuity will not begin until your death.

INITIALS
2. ☐

ANNUITY WITHOUT SURVIVOR BENEFIT

(I do not desire my wife (or husband) to receive a survivor annuity benefit after my death.)

- If you choose this type, your wife (or husband) cannot be paid a survivor annuity after your death.
- This type provides annuity payments to you only.

G. TYPES OF ANNUITY: UNMARRIED APPLICANTS ONLY (Including Widowed and Divorced)

INITIALS
1. ☐

ANNUITY WITHOUT SURVIVOR BENEFIT

- If you are not married, you will receive this type of annuity unless you choose the annuity in G. 2.
- This type provides annuity payments to you only.

INITIALS
2. ☐

ANNUITY WITH SURVIVOR BENEFIT TO NAMED PERSON HAVING AN INSURABLE INTEREST

SPECIFY THE NAME, RELATIONSHIP, DATE OF BIRTH, AND SOCIAL SECURITY ACCOUNT NUMBER OF THE PERSON YOU WISH TO RECEIVE THE SURVIVOR ANNUITY

NAME OF PERSON (First, middle, last)

RELATIONSHIP

DATE OF BIRTH (Mo., day, yr.)

SOCIAL SECURITY ACCOUNT NUMBER

SEE UNMARRIED EMPLOYEES UNDER INFORMATION REGARDING SURVIVOR ANNUITIES ON THE ATTACHED INFORMATION SHEET FOR EXPLANATION OF REDUCTION IN YOUR ANNUITY.

- This type is available to all retiring *unmarried* employees who are in good health.
- It provides a reduced annuity to you and a survivor annuity to the person named as having an insurable interest.
- The survivor's annuity will not begin until your death.
- The survivor's annuity will be 55% of the reduced annuity you receive.
- If you choose this type of annuity you will have to undergo a medical examination which will be arranged by the Civil Service Commission at no cost to you.
- If the person named as having an insurable interest should die before you, no change in type of annuity will be permitted, your annuity will not be increased, nor may you name any other person as survivor.

H. CERTIFICATION OF APPLICANT

WARNING.—Any intentional false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both (18 U.S.C. 1001).

I hereby certify that all statements made in this application are true to the best of my knowledge and belief.

5/31/73
(DATE)

Arthur W. Gray
(SIGNATURE OF APPLICANT)

I. FOR USE OF EMPLOYING AGENCY (See FPM Supplement 831-1 for instructions.)

CHECK APPROPRIATE BOX:

- ☐ INDIVIDUAL RETIREMENT RECORD, SF 2806, AND REGISTER OF SEPARATIONS AND TRANSFERS, SF 2807, ARE ATTACHED.
- ☐ INDIVIDUAL RETIREMENT RECORD, SF 2806, WAS SENT TO U.S. CIVIL SERVICE COMMISSION ON _____ (DATE)
- WITH REGISTER OF SEPARATIONS AND TRANSFERS, SF 2807, NO. _____

NAME OF AGENCY PERSON WHO CAN FURNISH ADDITIONAL INFORMATION ABOUT THIS APPLICATION, IF NECESSARY (Type or print)

Maurice F. Row

TELEPHONE NUMBER, INCLUDING AREA CODE

202 EX3-7100 Ext. 635

SIGNATURE OF RESPONSIBLE AGENCY OFFICIAL

[Signature]
OFFICIAL TITLE
Authorized Certifying Officer

DATE

6-7-73

DEPARTMENT OR AGENCY

Federal Bureau of Investigation

OFFENSES BARRING ANNUITY PAYMENTS: Title 5 USC 8312 prohibits payment of annuity to persons who have committed specified offenses involving the national security of the United States. Employing agencies are responsible for submitting all pertinent information to the Civil Service Commission's Bureau of Retirement, Insurance, and Occupational Health in any case when this law possibly applies.

(To be completed by agency employing office and attached to employee's application for retirement)

SPECIFIC INSTRUCTION: Complete both sides of this form and attach to employee's application for retirement, SF 2801. If additional space is needed, use official agency letterhead stationery. Authorized personnel official must certify as shown in Part G on other side of this form.

1. NAME OF APPLICANT (Last, First, Middle)	2. DATE OF BIRTH (Month, Day, Year)	3. SOCIAL SECURITY ACCOUNT NUMBER
GRAY, ARBOR WILLIAM	7/7/22	529148448

1. SERVICE COMPUTATION DATE (Month) (Day) (Year) 6/4/47	2. REVIEW PERSONNEL FOLDER. DOES APPLICANT HAVE CREDITABLE CIVILIAN SERVICE <u>NOT</u> COVERED BY CIVIL SERVICE RETIREMENT CONTRIBUTIONS (Including Federal service covered by social security or another retirement system for Federal or District of Columbia employees)? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
---	--

IMPORTANT: SF 144, Statement of Prior Federal Civilian or Military Service, or comparable document containing applicant's unverified allegation of prior civilian service is **NOT** acceptable for retirement purposes. If employee claims civilian service **NOT** verified by official personnel documents, do not delay submission of application for retirement. Instead, have applicant attach a signed statement to his application, giving dates of claimed service, position titles, location of employment, and agency name including bureau and division.

[illegible]

<p>1. IF APPLICANT CLAIMS RETIREMENT CREDIT FOR MILITARY SERVICE, IS A COPY OF OFFICIAL MILITARY DISCHARGE CERTIFICATE ATTACHED TO APPLICATION FOR RETIREMENT?</p> <p><input checked="" type="checkbox"/> YES <input type="checkbox"/> NO</p>	<p>NOTE: A military discharge certificate submitted with application for retirement is acceptable only if it shows specific dates of active service and character of discharge.</p>
--	---

IMPORTANT: SF 144, Statement of Prior Federal Civilian or Military Service, or comparable document containing applicant's unverified allegation of military service, is not acceptable for retirement purposes.

FROM	TO	BRANCH	CHARACTER OF DISCHARGE	TIME LOST, IF ANY
12/15/42	1/31/44	U. S. Navy	Honorable	None
2/1/44	5/15/46	U. S. Marine Corps	Honorable	None
TOTAL VERIFIED MILITARY SERVICE 3-5-2				
TOTAL UNVERIFIED MILITARY SERVICE 0-0-0				12/1/46

☒ No.

☐ No. (Includes cases where waiver unnecessary)

D. TYPE OF IMMEDIATE RETIREMENT

1. <input type="checkbox"/> AGE	• Enter date that <u> </u> of mandatory separation was given to employee <u> </u> (Date)
2. <input checked="" type="checkbox"/> OPTIONAL (Voluntary)	• If retirement is under special provision for law enforcement employees, attach agency head's recommendation.
3. <input type="checkbox"/> DISCONTINUED SERVICE	• Attach certified summary of events leading to separation and copies of all relevant documents exchanged with employee.
4. <input checked="" type="checkbox"/> DISABILITY	• Prepare two copies of SF 2801-C, transmittal of medical documents, according to instructions on SF 2801-C. • Attach Duplicate copy of SF 2801-C to this form for submission with application for retirement, SF 2801. • Send Original copy of SF 2801-C with medical documents to civil service commission office having medical jurisdiction over disability retirement from the applicant's place of employment.

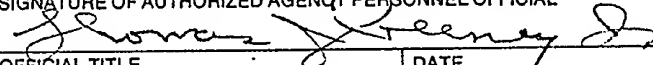
E. FEDERAL EMPLOYEES GROUP LIFE INSURANCE AND HEALTH BENEFITS STATUS

1. IS APPLICANT ELIGIBLE TO CONTINUE GROUP LIFE INSURANCE COVERAGE DURING RETIREMENT? (See Federal Personnel Manual supplement 870-1, Life Insurance, subchapter S6, for detailed instructions)	
<input checked="" type="checkbox"/> YES. Enter following information below: <input checked="" type="checkbox"/> Eligible to continue regular insurance only. <input type="checkbox"/> Eligible to continue regular plus optional insurance; continuous optional insurance coverage since: <div style="text-align: center;">2/14/68</div> (Insert date of most recent SF 176, Election, Declination, or Waiver of life insurance coverage)	<input type="checkbox"/> NO. Give reason below: <input type="checkbox"/> Less than 12 years service for life insurance purposes and retirement not for disability. <input type="checkbox"/> Waived all life insurance coverage. <input type="checkbox"/> Not eligible for life insurance. <input type="checkbox"/> Other (specify)
2. IS APPLICANT ELIGIBLE TO CONTINUE FEDERAL EMPLOYEES HEALTH BENEFITS ENROLLMENT DURING RETIREMENT? (See Federal Personnel Manual supplement 890-1, health benefits, subchapter S14, for detailed instructions)	
<input checked="" type="checkbox"/> YES. Enter following information: <div style="text-align: center;">442</div> Enrollment Code Number <div style="text-align: center;">3215074</div> Carrier Control Number	<input type="checkbox"/> NO. Give reason below: <input type="checkbox"/> Less than 12 years service for health benefits purposes and retirement not for disability. <input type="checkbox"/> Not enrolled since first opportunity or for 5 years of service immediately before retirement, whichever is less. <input type="checkbox"/> Not enrolled for health benefits. <input type="checkbox"/> Other (specify)
3. DOCUMENTATION: If employee is eligible to continue life insurance coverage and/or health benefits enrollment during retirement, determine which of the two procedures below will be followed in submitting SF 2801, Application for Retirement. After life insurance and/or health benefits actions have been taken, check appropriate box(es) below.	
PROCEDURE 1: AGE, OPTIONAL, OR DISCONTINUED SERVICE RETIREMENT SF 2801 (Application for Retirement) and SF 2806 (Individual Retirement Record) will be submitted <u>after</u> separation for retirement. LIFE INSURANCE DOCUMENTATION <input type="checkbox"/> Applicant eligible for continued life insurance coverage. Upon separation attach original copy of SF 56 (Agency Certification of Insurance Status) NOTE: Carefully observe instructions on SF 56 for attaching SF 54, Designation of Beneficiary if current SF 54 is on file in personnel folder. HEALTH BENEFITS DOCUMENTATION <input type="checkbox"/> Applicant eligible for continued health benefits enrollment. Upon separation attach personnel folder copy of SF 2810 (Transferring enrollment to Civil Service Retirement System) and all personnel folder copies of SF 2809 and SF 2810 together with any medical certificates.	PROCEDURE 2: DISABILITY RETIREMENT OR LAW ENFORCEMENT EMPLOYEE SF 2801 (Application for Retirement) and SF 2806 (Preliminary Retirement Record) will be submitted for approval <u>before</u> separation for retirement. LIFE INSURANCE DOCUMENTATION <input checked="" type="checkbox"/> Applicant eligible for continued life insurance coverage. Establish follow up to assure that original copy of SF 56 (Agency Certification of Insurance Status) and any current SF 54 (Designation of Beneficiary) will be attached to final SF 2806 (Individual Retirement Record) when submitted <u>after</u> separation for retirement. HEALTH BENEFITS DOCUMENTATION <input checked="" type="checkbox"/> Applicant eligible for continued health benefits enrollment. Establish follow up to assure that personnel folder copy of SF 2810 (Transferring enrollment to Civil Service Retirement System) and all personnel folder copies of SF 2809 and SF 2810 together with any medical certificates are attached to final SF 2806, when submitted <u>after</u> separation for retirement.

F. INSTRUCTIONS TO AGENCY PAYROLL OFFICE

- Verify that life insurance and health benefits status as shown on this form are consistent with payroll records.
- Be sure to post unused sick leave and confirmed pay status remarks on certified SF 2806, Individual Retirement Record.
- Submit SF 2801, Application for Retirement, together with certified SF 2806, Individual Retirement Record, and required attachments, to the U.S. Civil Service Commission, Bureau of Retirement, Insurance, and Occupational Health, Washington, D.C. 20415, within time limits prescribed in FPM Supplement 831-1, Subchapter S22.

G. AGENCY EMPLOYING OFFICE CERTIFICATION

I certify that the information contained on this form accurately reflects official personnel records in the custody of this agency.	
SIGNATURE OF AUTHORIZED AGENCY PERSONNEL OFFICIAL 	
OFFICIAL TITLE Personnel Officer	DATE 6/6/73
AGENCY NAME AND ADDRESS, INCLUDING ZIP CODE, AND TELEPHONE NUMBER, INCLUDING AREA CODE FBI (202) 324-3887 Ninth & Pennsylvania Avenue, Northwest Washington, D. C. 20535	

U. S. MARINE CORPS REPORT OF SEPARATION

NAVMC 78-FD.

C-O-R-R-E-C-T-E-D C-O-P-Y

CODE COLUMN

1. LAST NAME GRAY,	FIRST NAME Arbor	MIDDLE NAMES William	2. RANK 1stLt.	3. PAY GRADE -	4. SERIAL NUMBER NAVY-359-05-34 053900
5. PERMANENT ADDRESS FOR MAILING PURPOSES Box 43, Route # 2, Greedmoor, N.C.			6. RACE W	7. SEX M	8. CITIZEN YES NO
10. ADDRESS FROM WHICH PERSON WILL SEEK EMPLOYMENT Same as Item # 5			11. MARRIED YES NO	12. NO. OF DEP. -	9. DATE OF BIRTH 7Jul22
					13. PLACE OF BIRTH Pawtucket, R.I.

RECORD OF MARINE CORPS SERVICE NAVAL SERVICE

SELECTIVE SERVICE DATA 14. REGISTERED YES NO X -	15. ADDRESS AT TIME OF ENTRY INTO SERVICE Utah 205 2nd Ave., Salt Lake City,	16. SEL. SER. BD. NO. Unk	17. COUNTY & STATE Utah Salt Lake,
18. MEANS OF ENTRY ENLISTED INDUCTED COMMISSIONED 1 - 2	19. PLACE OF ENTRY INTO ACTIVE SERVICE Salt Lake City, Utah	20. DATE OF ENTRY 10Mar43	21. COMPONENT REG. RES. - X
22. PENSION CLAIM FILED YES NO - X	23. PLACE OF SEPARATION FROM ACTIVE SERVICE MCAB Cherry Point, N. C.	24. DATE OF SEPARATION 15May46	25. ORG. AT SEPARATION MCSS-9
26. TYPE OF DISCHARGE CERT. Not discharged; relieved from active duty; issued Certificate of Satisfactory Service.		27. LENGTH OF FOREIGN AND/OR SEA SERVICE YEARS ----	MOS. DAYS None ----

28. MILITARY SPECIALTIES

Fighter Pilot, Sing. Eng. 1055T

29. SERVICE SCHOOLS ATTENDED

COURSES

WEEKS

30. PRINCIPAL MILITARY DUTY

Same as Item # 28

EMPLOYMENT AND NON-SERVICE EDUCATIONAL DATA

31. CIVILIAN OCCUPATION (TITLE) Student	D.O.T. NUMBER -	NO. YRS. -	LAST EMPLOYED -
JOB SUMMARY			
32. SECONDARY OCCUPATION (TITLE) -	D.O.T. NUMBER -	NO. YRS. -	LAST EMPLOYED -
33. LAST EMPLOYER BEFORE ENTRY INTO SERVICE -			34. JOB AID DESIRED YES NO - X
35. EDUCATION IN YEARS GRAMMAR HIGH SCHOOL COLLEGE DEGREE 8 4 2 -	36. MAJOR COURSES Pre Law		
37. TRADE COURSES -	38. COURSES OF GREATEST INTEREST Law	39. LAST SCHOOL ATTENDED Univ. of Utah Salt Lake City, Utah 42	

PREFERENCES

40. PREFERENCE FOR ADDITIONAL TRAINING College	
41. JOB PREFERENCE Law	REASON Former Trng.
42. LOCALITY PREFERENCE None	REASON

I certify that all information on this form pertaining to the Naval Service of the above named individual is in accordance with the records of the U. S. Marine Corps and that a copy of this form has been delivered to him in person.

CERTIFIED CORRECTED COPY

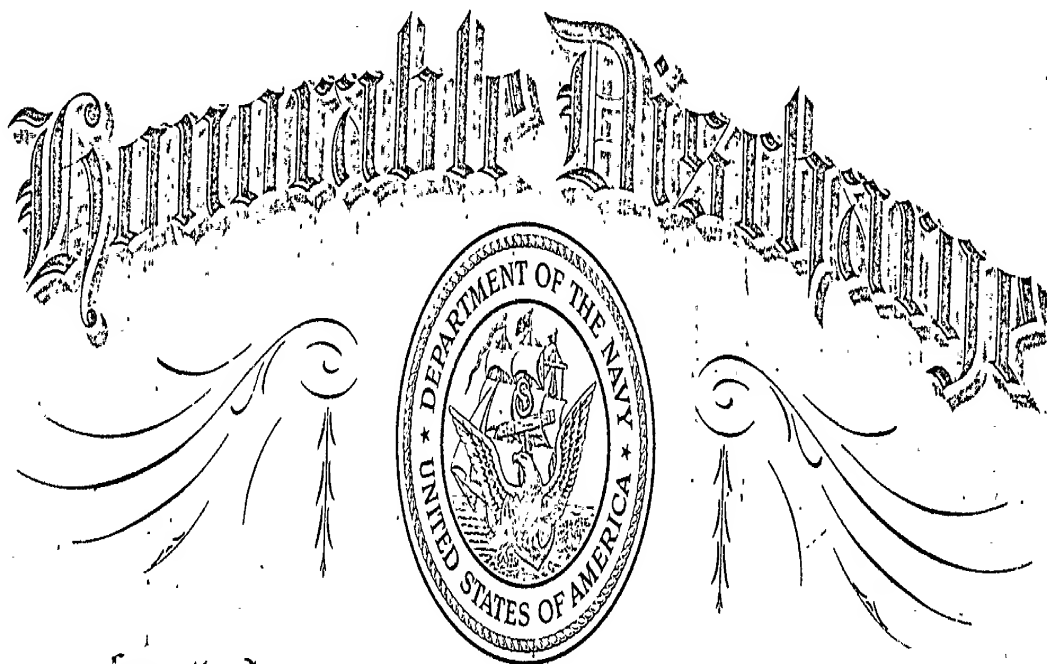
G. T. Green
G. T. GREEN, Capt
Hdgrs USMC 250ct48.

43. /s/ W.G. VAN BUCKTICK, Capt
SIGNATURE OF C.O. OR PERS. O.

USMC
TYPE IN NAME OF OFF. RANK

44. /s/ Arbor W. Gray 18Mar46
SIGNATURE OF DISCHARGE DATE

TO: HEADQUARTERS MARINE CORPS
Washington 25, D. C.



from the Armed Forces of the United States of America

This is to certify that

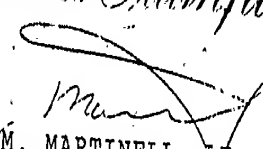
ARBOR WILLIAM GRAY, 559 05 34, NCAD, USNR

was Honorably Discharged from the

United States Navy

on the 31st *day of* JANUARY 1944

*This certificate is awarded
as a testimonial of Honest and Faithful Service*


W. M. MARTINELL, LT, USN

HEAD, CORRESPONDENCE AND SERVICES BRANCH
BY DIRECTION OF CHIEF OF NAVAL PERSONNEL



DEPARTMENT OF THE NAVY

BUREAU OF NAVAL PERSONNEL

WASHINGTON, D.C. 20370

IN REPLY REFER

Pers-E24-EMS:mw

559-05-34

28 July 1970

TO WHOM IT MAY CONCERN:

The following statement of the naval service of former Aviation Cadet Arbor William Gray, U. S. Naval Reserve, is furnished from the records in this Bureau:

COMPONENT

ACTIVE DUTY

INACTIVE DUTY

USNR-ENL

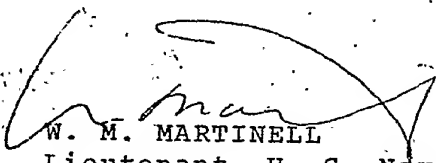
USNR-ENL

15 Dec 42-31 Jan 44

8 Sep 42-14 Dec 42

31 Jan 1944 Honorably discharged

By direction of Chief of Naval Personnel:


W. M. MARTINELL

Lieutenant, U. S. Navy

Head

Correspondence and Services Branch

12/18

Report of Exit and Separation
FD-193 (Rev. 9-6-72)

TO: ACTING DIRECTOR, FBI

FROM: SAC, NEW YORK

DATE: 5/31/73

Name of Employee

ARBOR W. GRAY

EOD Date

11/6/50

Title

Special Agent

Last Local Address

201 E. 69 Street, New York, NY 10021

Forwarding Address (include Zip Code, if known) 12704

Silverbirch Lane, Laurel, Md. 20810

Cease-active-duty Date (hour and last day physically at work)

5:00 PM, 6/22/73

Working Hours (include workweek if other than Monday - Friday)

8:15 AM to 5:00 PM

Interview Conducted By (Signature)

Title

Assistant Director in Charge

LEAVE DATA

Leave category ☐ 4 ☐ 6 ☒ 8

Hours of accrued leave employee will have at close of business on cease-active date which is the last hour of the last day physically at work. Do NOT add accruals if effective date of separation is at a later date.

AL 281 SL 1248

Hours of annual leave carried over at beginning of current leave year.

AL 233

Leave to be used prior to cease-active-duty date

41 hrs

Note: Unless an emergency situation, only current accrued annual leave in excess of maximum accumulation (240 or more hours) can be granted through close of business on the effective date of separation.

If employee has been granted advanced leave, indicate number hours owed at close of cease-active-duty date. AL 0 SL 0

READ BEFORE INTERVIEWING

Purposes:

- 1 - Obtain real, motivating reason for resignation
- 2 - Save a valuable employee if possible
- 3 - Serve as basis for (1) information supplied by Bureau upon request by State Unemployment Compensation Boards, (2) accurate analysis of turnover, (3) determining necessary or desirable organizational improvements, and (4) permitting a recorded recommendation regarding future reinstatement.

When and Where Conducted: As promptly as possible after receipt of resignation in adequate privacy with adequate time.

By Whom Conducted: Clerical employee - by immediate Agent supervisor; Agent - by SAC or in his absence by official acting for him.

Reasons Given for Separation: First, carefully weigh reasons for resignation shown in employee's letter and developed during exit interview to determine real motivating reason for resigning. If such reason was because of employee's desire to leave Bureau job, leave city where assigned, or otherwise just return home, execute a reason under Item A below. (For instance employee might show resigning to seek employment closer to home meaning motivating reason is to return home, not seek other employment.) If other, execute reason(s) under B. Explain all under Item L. Comments.

A

1. ☐ Return to Home Area
2. ☐ Homesick for Family and Friends
3. ☐ Unable to Adjust to City Environment
4. ☐ Living Costs
5. ☐ Transportation
6. ☐ Housing
7. ☐ Concern Over City Life (Crime, etc.)

8. ☐ Dissatisfaction With Assignment
9. ☐ Dislike of Production or Work Standards
10. ☐ Dislike Performing Overtime
11. ☐ Dislike Shift Assignment
12. ☐ Working Conditions - Physical Plant (i.e., no air conditioning)
13. ☐ Working Conditions (other than physical plant)
14. ☐ Lack of Promotional Opportunity

B

15. ☐ Military
16. ☐ Other Employment (Show this as reason only where employee otherwise satisfied with Bureau employment)

Check both reason and type.

Reason:

- a. Promotional
- b. Enter different field

Type:

- a. Other Government employment
- b. Private industry
- c. Self-employment

17. ☐ Poor Health (Self)
18. ☐ Poor Health (Family)
19. ☐ Marriage
20. ☐ Maternity
21. ☐ Attend School; ☐ locally; ☐ other area

22. ☐ Change of Residence (husband or family moving)
23. ☐ Housewife or Child Care
24. ☐ Resignation requested
25. ☐ Removal
26. ☐ Resigned during administrative inquiry
27. ☒ Retirement
28. ☐ Other (Explain under comments)

1. Did employee violate terms under transfer agreement, 3-34b ☒ Yes ☐ No; Foreign Assignment, FD-382 ☐ Yes ☒ No; Government Employees Training Act, FD-375 ☐ Yes ☒ No; transportation expense agreement, 12-69? ☐ Yes ☒ No
2. Did employee resign prior to expiration of any agreement made not covered in #1 such as to remain a specific period following initial appointment or following special training? ☐ Yes ☒ No If yes, specify agreement(s) involved and explain under Item L. Comments.
3. If FBIHQ clerical employee, did employee resign within 100 days of entrance on duty? ☐ Yes ☐ No
4. If answer to either question 1 or 3 above is "yes":
 - a. ☒ Advised employee any money due being held in abeyance until determination is made as to any indebtedness.
 - b. ☐ Advise Bureau of resignation, Attention Voucher-Statistical Section on _____ by ☐ teletype ☐ radiogram ☐ telephone

(over)

- D. Does employee have any specific suggestion for improving the organization? ☒ No ☐ Yes If so, explain. (In the event the suggestion is new, it should be presented to the Bureau for consideration. If previously considered by Bureau and adopted or turned down the employee should be so advised.)
- E. Has employee been cautioned about divulging confidential information acquired in job? ☒ Yes ☐ No Failure to abide by this provision violates Department of Justice regulations and may violate certain statutes providing maximum severe penalties of a \$10,000 fine or 10 years' imprisonment, or both.
- F. All Government property, documents made or received while in the FBI's service, including FBIRA card, will be collected on date employee ceases active duty (exceptions: commendation, censure or promotion letters or copies of expense vouchers, etc.). ☒ Yes ☐ No
- G. If employee is resigning for maternity purposes, appropriate block must be marked:
- ☐ Employee does not desire payment for accrued sick leave as she will not be incapacitated for duty after indicated cease-active-duty date.
- ☐ Doctor's certificate attached indicating (1) employee is incapacitated for duty after indicated cease-active-duty date, and (2) expected date of confinement.
- ☐ Doctor's certificate attached indicating employee can safely continue working to date specified. (Applicable to those cases where the employee desires to work up to less than 6 weeks before expected date of delivery.)
- H. Was employee instructed that if enrolled in a health benefits plan his coverage continues temporarily for 31 days from the termination of his health benefits enrollment and during that time employee is eligible to convert to an individual contract? If employee converts to an individual plan there is no waiting period for any benefits. ☒ Yes ☐ No
- I. Was employee instructed to furnish forwarding address to all firms with which accounts or business transactions have been established? ☒ Yes ☐ No Was employee urged to satisfactorily pay his (her) just debts? ☒ Yes ☐ No
- J. Was employee advised that any inquiries concerning his FBI employment should be directed to FBI, Justice Building, Washington, D. C. 20535, as such information is not available elsewhere? ☒ Yes ☐ No
- K. The retiring employee is qualified and desires the ☒ 20-year plaque ☐ 25-year plaque ☐ 30-year plaque.
- L. Comments: (Please state specific individual reason in explanation of check on other side of form. Set out if it can possibly be obtained, (1) re employment - information as to where the other employment will be, its nature, the salary that will be paid and when it will begin; (2) re school - date employee proposed to enroll.)

Employee plans to seek employment in another state.

Mr. Caball's
office adv.
6-4-73
mez

- M. Has there been any substantial change in employee's work performance record since submission of last performance rating? ☒ No ☐ Yes If "Yes" give current adjective rating and basis for change.

- N. Recommendations re reinstatement: ☐ Yes ☒ No (If No, explain why.) Overage.

NOTIFICATION OF PERSONNEL ACTION

(FOR AGENCY USE)

1. NAME (CAPS) LAST-FIRST-MIDDLE GRAY, ARBOR W.		MR.—MISS—MRS. (MR.)	2. (FOR AGENCY USE)	3. BIRTH DATE (Mo., Day, Year) 7-7-22	4. SOCIAL SECURITY NO. 529-14-8448
5. VETERAN PREFERENCE 2 1—NO 2—5 PT. 3—10 PT. DISAB. 4—10 PT. COMP. 5—10 PT. OTHER			6. TENURE GROUP	7. SERVICE COMP. DATE	
9. FEGLI 1—COVERED (Regular only—declined Optional) 2—INELIGIBLE 3—WAIVED 4—COVERED (Reg. & Opt.)			10. RETIREMENT 1—CS 2—FICA 3—FS 4—NONE 5—OTHER		11. (FOR CSC USE)
12. CODE NATURE OF ACTION PROMOTION			13. EFFECTIVE DATE (Mo., Day, Year) 5-7-73		14. CIVIL SERVICE OR OTHER LEGAL AUTHORITY EXCEPTED BY LAW
15. FROM: POSITION TITLE AND NUMBER Supervisory Special Agent (Special Agent in Charge of the Security Division of the New York Office) 120			16. PAY PLAN AND OCCUPATION CODE GS Series 1811	17. (a) GRADE OR LEVEL 16	(b) STEP OR RATE 5
			18. SALARY \$35,363 pa		
19. NAME AND LOCATION OF EMPLOYING OFFICE					

20. TO: POSITION TITLE AND NUMBER Supervisory Special Agent (Special Agent in Charge of the Security Division of the New York Office) 120		21. PAY PLAN AND OCCUPATION CODE GS Series 1811	22. (a) GRADE OR LEVEL 17	(b) STEP OR RATE 3	23. SALARY \$36,000 pa
24. NAME AND LOCATION OF EMPLOYING OFFICE					

25. DUTY STATION (City—county—State)		26. LOCATION CODE	
27. APPROPRIATION S. & E., FBI		28. POSITION OCCUPIED 1—COMPETITIVE SERVICE 2 2—EXCEPTED SERVICE	29. APPORTIONED POSITION FROM: TO: STATE 1—PROVED-1 2—WAIVED-2

30. REMARKS: ☐ A. SUBJECT TO COMPLETION OF 1 YEAR PROBATIONARY (OR TRIAL) PERIOD COMMENCING _____
☐ B. SERVICE COUNTING TOWARD CAREER (OR PERMANENT) TENURE FROM: _____
☐ C. DURING PROBATION

SEPARATIONS: SHOW REASONS BELOW, AS REQUIRED CHECK IF APPLICABLE:

Basis for this position is Title 5, U. S. Code, Section 5108(c)(2).

This promotion is temporary and will remain in effect only for the duration of present assignment.

31. DATE OF APPOINTMENT AFFIDAVIT (Accessions-only)		34. SIGNATURE (Or other authentication) AND TITLE William D. Penick	
32. OFFICE MAINTAINING PERSONNEL FOLDER (If different from employing office)		35. DATE 5-7-73 Acting Director	
33. CODE EMPLOYING DEPARTMENT OR AGENCY DJ 02 FEDERAL BUREAU OF INVESTIGATION WASHINGTON D C 20535			

May 4, 1973

PERSONAL

Mr. Arbor W. Gray
Federal Bureau of Investigation
New York, New York

Dear Mr. Gray:

I am indeed pleased to advise you of your promotion to Grade GS 17, \$36,000 per annum, as Special Agent in Charge of the Security Division of the New York Office, effective May 7, 1973.

This promotion is temporary and will remain in effect only for the duration of your present assignment.

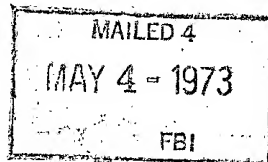
Sincerely yours,

William D. Ruckelshaus

William D. Ruckelshaus
Acting Director

- Ans*
- 1 - Assistant Director, New York (PERSONAL ATTENTION)
 - 1 - Mrs. Randolph
 - 1 - Movement
 - 1 - Miss Tibbetts

brv
brv(6)



Mr. Felt _____
Mr. Baker _____
Mr. Callahan _____
Mr. Cleveland _____
Mr. Conrad _____
Mr. Gebhardt _____
Mr. Jenkins _____
Mr. Marshall _____
Mr. Miller, E.S. _____
Mr. Soyars _____
Mr. Thompson _____
Mr. Walters _____
Tele. Room _____
Mr. Kinley _____
Mr. Armstrong _____
Mr. Bowers _____
Mr. Herington _____
Ms. Herwig _____
Mr. Mintz _____
Mrs. Neenan _____

Rate of basic pay is limited by section 5308 of title 5 of the United States Code to the rate for level V of the Executive Schedule, as of the effective date of this salary adjustment, \$36,000.

TJE RHC
RLP

MAIL ROOM ☒ TELETYPE UNIT ☐

June 14, 1973

Honorable Andrew E. Ruddock
Director
Bureau of Retirement, Insurance,
and Occupational Health
Civil Service Commission
Washington, D. C. 20415

Dear Mr. Ruddock:

Enclosed is an Application for Retirement executed by Arbor W. Gray, Special Agent in Charge of the New York, New York, Security Division of this Bureau, who has indicated that he desires to retire June 29, 1973. There are also enclosed a Form CSC 1084, a copy of his Standard Form Number 2806, a corrected copy of his United States Marine Corps Report of Separation, a copy of his Honorable Discharge from the United States Navy, and a copy of a statement concerning his naval service.

During his service with this Bureau, Mr. Gray has participated in and supervised the investigation of violations of laws of the United States and has performed duties of a hazardous nature. His services have been entirely satisfactory and he has met the necessary requirements to retire under the provisions of Section 8336(c) of Title 5, United States Code.

In accordance with the action of the Attorney General delegating authority to me to make appropriate recommendations in connection with applications for retirement from employees of the Federal Bureau of Investigation, I hereby recommend that Mr. Gray's retirement be approved.

Sincerely yours,

William D. Ruckelshaus
Acting Director

1 - Mr. Row, 6221 IB
1 - Miss Tibbetts, 4746
1 - Mrs. Foley, 4515
1 - Movement, 5524

Enclosures (6)

NOTE: Active duty will cease 6/22/73; retirement effective 6/29/73.

Mr. Felt _____
Mr. Baker _____
Mr. Callahan _____
Mr. Cleveland _____
Mr. Conrad _____
Mr. Gebhardt _____
Mr. Jenkins _____
Mr. Marshall _____
Mr. Miller, E.S. _____
Mr. Soyars _____
Mr. Thompson _____
Mr. Walters _____
Tele. Room _____
Mr. Baise _____
Mr. Barnes _____
Mr. Bowers _____
Mr. Herington _____
Mr. Conmy _____
Mr. Mintz _____
Mr. Eardley _____
Mrs. Hogan _____

MAIL ROOM ☐

TELETYPE UNIT ☐

THIRD CARD

LAST NAME	FIRST NAME	MIDDLE NAME	DATE OF BIRTH			SOC. SEC. NO.			AGENCY	PAYROLL OFFICE	LOCATION	PAYROLL OFFICE NO.
			MO.	DAY	YR.							
GRAY	ARBOR	W.	7	7	22	529	14	8448	JUSTICE	FBI	WASHINGTON	15-02-CC01
			DO NOT USE									

(RECORD EACH NAME CHANGE—
STRIKE OUT PREVIOUS NAME)

SERVICE HISTORY					FISCAL RECORD			
EFFECTIVE DATE	ACTION	BASE PAY	DO NOT USE	REMARKS	YEAR	CALENDAR YEAR SALARY DEDUCTIONS	ACCUMULATIVE TOTAL SALARY DEDUCTIONS	REMARKS
(1)	(2)	(3)		(4)	(5)	(6)	(7)	(8)
BSI Executive Order 11576 approved 1-8-71				GS 16	1969	Balance Brought Forward	14,591.66	
effective 1-10-71		30,005			1970	1,959.08	16,550.74	
1-10-71	WGI	30,943			1971	2,152.36	18,703.10	
BSI (Executive Order 11637 approved 12/22/71 effective 1/9/72)		32,645			1972	2,275.30	20,978.40	
1-7-73	BSI (EO 11691)	34,323			1973	1,372.68	22,351.08	
1-7-73	WIGI	35,363						
5-7-73	PROMOTION	36,000		GS 17				
cb 6-29-73	RETIREMENT (20 YEARS INVESTIGATIVE EXPERIENCE)							
Annuity payments to commence 6-30-73.								
Pay stopped 6-29-73								
SCD 6-4-77								
H. B. Code 1442								
CCN 3215074								
Optional insurance declined								
Unused Sick Leave 1248 hours								
5 U.S.C. Ch. 63								

Deductions and Service Certified Correct
 Date 6-7-73
 Certifying Officer, Federal Bureau of Investigation
 Not indebted on account of unearned leave

BRI 47-62, SF 54, SF 56, 2306, 2309
 and 2810 sent to CSC

Original sent to CSC
 AUG 14 1973

C-51

12/18

03071 529-14-8118

LAST NAME	FIRST NAME	MIDDLE NAME	SEX	DATE OF BIRTH			AGENCY	PAY ROLL OFFICE	LOCATION
			M F	MONTH	DAY	YEAR			
1. GRAY	ARBOR	W	X	7	7	22	JUSTICE	FBI	WASH
2. _____									
3. _____									
4. _____									

(RECORD EACH NAME CHANGE—STRIKE OUT PREVIOUSLY RECORDED NAME)

SERVICE HISTORY				FISCAL RECORD				
EFFECTIVE DATE	ACTION	BASE PAY	REMARKS	YEAR	CALENDAR YEAR SALARY DEDUCTIONS	ACCUMULATIVE TOTAL SALARY DEDUCTIONS	DO NOT USE	REMARKS
(1)	(2)	(3)	(4)	(5)	(6)	(7)		(8)
1-22-63	WGI	14,120	GS 14	1962	BALANCE BROUGHT FORWARD			
	BSI (PL 87-793) approved 10/11/62					1289.83		
	Effective 1/5/64	14,965		1963	877.99	7,167.82		
	BSI (PL 88-426) approved 8/14/64 Effective 7/5/64			1964	1,045.50	8,193.32		
		15,640		1965	1,143.10	9,336.42		
5-9-65	Qual Inc	16,130		1966	1,191.76	10,428.18		
	BSI (PL 89-301) approved 10/29/65 Effective 10/10/65			1967	1,269.59	11,697.77		
		16,712	GS 14	1968	1,380.34	13,078.11		
12-19-65	WGI	17,220	GS 14	1969	1,513.55	14,591.66		
6/5/66	Promotion	18,825	GS 15					
	BSI (PL 89-504) approved 7/18/66 Effective 7/3/66							
		\$19,371						
	BSI (PL 90-206) approved 12/15/67 Effective 10/2/67							
		20,243						
6-2-68	WGI	20,856						
	BSI (Executive Order 11413) approved							
	6/1/68 effective 7/14/68	\$22,416						
	BSI (Executive Order 11474) approved							
6/16/69	effective 7/13/69	24,469						
1-2-70	Promotion	26,714	GS 16					
12-28-69	to 1-1-70							
	paid at	25,937						
	BSI (PL 91-231) approved 4/15/70 effective 12/28/69							
		28,317						

AUG 14 1973

03971 529-14-8448

LAST NAME	FIRST NAME	MIDDLE NAME	SEX	DATE OF BIRTH			AGENCY	PAY ROLL OFFICE	LOCATION
GRAY	ARBOR	W	M X	MONTH 7	DAY 7	YEAR 1922	JUSTICE	FBI	WASHINGTON
1. _____			NO. _____						
2. _____			_____						
3. _____			_____						
4. _____			_____						
(RECORD EACH NAME CHANGE—STRIKE OUT PREVIOUSLY RECORDED NAME)									

SERVICE HISTORY				FISCAL RECORD				
EFFECTIVE DATE	ACTION	BASE PAY	REMARKS	YEAR	CALENDAR YEAR SALARY DEDUCTIONS	ACCUMULATIVE TOTAL SALARY DEDUCTIONS	DO NOT USE	REMARKS
(1)	(2)	(3)	(4)	(5)	(6)	(7)		(8)
11-6-50	Exc. Appt.	\$5000.	GS 10 Agent	1950	28.84	28.84		U.S. NAVY from
* Retroactive to 7/8/51		\$5500.	GS 10	1951	313.80	342.64		12-15-42 to
* 11-11-51		5500.00	GS 10	1952	338.06	680.70		1-31-44.
11-11-51	Per Step Inc.	5625.00	GS 10	1953	375.65	1055.85		Marine Corps
11/9/52	Per-step Inc	\$5750.00	GS 10	1954	372.72	1426.57		from 2-1-44 to
2-15-53	Superior Accom.	\$5875.00	GS 10	1955	419.88	1846.45		5-15-46
4/12/53	Promotion	\$6140.	GS 11	1956	461.47	2307.92		
10/10/54	Per Step Inc	\$6340.	GS 11 **	1957	504.34	2812.26		
** BSI approved June 28, 1955, same grade				1958	626.05	3438.31		
** Retroactive to 3-13-55		6320	GS 11	1959	649.17	4087.48		
7-31-55	Promotion	7570	GS 12	1960	680.45	4767.93		
1-27-57	Per Step Inc.	\$7785 **	GS 12	1961	723.24	5491.17		
2-9-58	promotion	\$8990 *	GS 13	1962	798.66	6289.83		
1/12/58 to 2/9/58		\$8570**						
BSI approved 6/20/58, effective 1/12/58 - PI 85-462.								
6/20/59	Per Step Inc	\$9890*						
BSI								
1/10/59		10,895**						
2/5/61	Per Step Inc.	11,155	GS 13					
12/24/61	Promotion	12,210	GS 14 SSA					
		12,845	GS 14					
12-23-62	SSI	13,270	GS 14					
5/12/63	Quality within-grade increase	\$13,695	GS 14					

UNITED STATES GOVERNMENT

Memorandum

TO : MR. FELT

DATE: June 6, 1973

FROM : L. M. WALTERS

SUBJECT: INSPECTION - NEW YORK OFFICE (NYO)
INSPECTOR KARL L. BROUSE
4/9 - 27/73

Mr. Felt _____
Mr. Baker _____
Mr. Callahan _____
Mr. Cleveland _____
Mr. Conrad _____
Mr. Gebhardt _____
Mr. Jenkins _____
Mr. Marshall _____
Mr. Miller, E.S. _____
Mr. Soyars _____
Mr. Thompson _____
Mr. Walters _____
Tele. Room _____
Mr. Baise _____
Mr. Barnes _____
Mr. Bowers _____
Mr. Herington _____
Mr. Conny _____
Mr. Mintz _____
Mr. Eardley _____
Mrs. Hogan _____

SUMMARY

Officials: John F. Malone, Assistant Director in Charge (ADIC) since 11/1/62; John F. Morley, SAC (Division I) since 9/7/72 (Richard J. Baker, prior SAC); Henry A. Schutz, Jr., SAC (Division II) since 2/20/73 (Frederick C. Fehl, prior SAC); Andrew J. Decker, Jr., SAC (Division III) since 1/26/73 (James L. Startzell, prior SAC); Arbor W. Gray, SAC (Division IV) since 2/5/73 (Andrew J. Decker, Jr., prior SAC); Robert Russ Franck, SAC (Division V) since 10/3/72 (Frank V. Hitt, prior SAC); Robert H. Matheson, Jr., ASAC (Division I) since 11/27/72 (new ASAC position); Arthur F. Nehrbass, ASAC (Division II) since 11/27/72 (new ASAC position); Robert Charles Denz, ASAC (Division III) since 4/2/73 (new ASAC position). Last inspection: 3/16 - 4/7/72.

Physical Condition and Maintenance - Very Good (Last Inspection - Very Good). Office continues to occupy 9 floors of a 15-story midtown Manhattan commercial building. Office scheduled to move to proposed annex of new Federal Building (26 Federal Plaza, New York City) in approximately 3 years, where it will occupy 5 floors. Present space congested but maintained in secure, orderly and business-like manner. Resident Agency (RA) space well organized and neatly maintained. Security of Bureau space, equipment and sensitive material stressed. Firearms ranges adequate and secure. Representative number of Bureau automobiles inspected -- no safety defects detected. High nonutilization of vehicles detected and analysis reveals office can effectively operate with 10 fewer cars which are being reassigned to offices having greater need. Reductions to occur in Headquarters (5) and Resident Agencies (5), including Babylon, Garden City, Suffern and White Plains (2). Automotive repair costs above field average - suggestions

Enclosure

- 1 - Mr. Callahan (Attention Mr. T. J. Feeney) (Sent Separately)
- 1 - Personnel Files of John F. Malone, John F. Morley, Henry A. Schutz, Jr., Andrew J. Decker, Jr., Arbor W. Gray, Robert Russ Franck, Robert H. Matheson, Jr., Arthur F. Nehrbass, Robert Charles Denz

KLB:bhg

67-100 (12) RECORDED
2 JUN 21 1973

CONTINUED - OVER

(63) 85

Memorandum to Mr. Felt
Re: Inspection - New York Office

made to increase maintenance repair efficiency. Operating costs reduced during past year and are now comparable with field average. Accidents down from previous inspection period, 64 to 44, as well as number of Agents held responsible, 9 to 6 (two accidents unresolved). Safety and economy of automotive fleet stressed through emphasis on defensive driving. Technical equipment properly maintained and utilized on authority of ADIC. No delinquencies detected in radio equipment, operation and maintenance.

Investigative Operations - Very Good (Last Inspection - Very Good). Case load 4/30/73 - 16,947 (15,642 active); down from last inspection - 18,842 (16,932 active); 12-month average of active pending cases 16,434. Drop due principally to consistent decline in Selective Service matters and reduction of persons included in the Administrative Index under new criteria. Case load and case closings per Agent substantially below offices of similar size; delinquency equal to or below offices of similar size 10 of past 12 months.

Statistical accomplishments for first 10 months of Fiscal Year (FY) 1973 up in two of three categories (convictions and fugitives apprehended); down 26% in fines, savings and recoveries. Decline in latter due to unusually high savings (\$32 million) recorded in a single anti-trust case in prior FY. Office instructed to follow closely. Thirty-one substantive errors detected (handled separately). Errors involved instances of delayed, inadequate or incomplete investigation; failure to properly utilize NCIC; failure to forward handwriting specimens to FBI Laboratory; failure to execute Warning and Waiver of Rights Form, Interview Logs and FD-302s; improper reporting; failure to disseminate security information; failure to confirm in writing U. S. Attorney's opinion; failure to obtain SAC's authority for security interview and delinquencies in administrative and investigative handling of criminal and security sources. ADIC and SACs instructed to tighten supervision. Outstanding accomplishments of 3 Agents (one regarding the solution of 2 bank robberies; 2 involving the superior handling of security matters) and 5 clerical employees involving high-level technical competence in a security case were noted and called to ADIC's attention for suitable recognition (handled separately).

Extensive, self-initiated investigation conducted in Top Ten Fugitive cases due to security aspect of some fugitives' affiliations, which cases receive close supervisory attention. Office is not origin in any Top Ten matters. Missed applicant and fugitive deadlines below field averages. Although missed civil rights deadlines remain slightly above field average, percentage represents decrease from previous inspection period - further reduction stressed. 54% (81

Memorandum to Mr. Felt
Re: Inspection - New York Office

of 150) of violations of Bank Robbery (BR) Statute solved thus far in FY 1973; this is slightly below field-wide average of 59%. Office's long-range solution rate is 63% compared to field-wide average of 65%. Past success in solving BR matters has contributed to sharp decrease of total number of violations (449 violations in FY 1971, 302 violations in FY 1972). Specific suggestions made to aid office in improving its current solution rate and to facilitate the administrative handling of cases.

Criminal Intelligence and Interstate Gambling Activities Programs rated excellent with 106 convictions thus far in FY 1973 including 20 for Extortionate Credit Transactions. Five La Cosa Nostra (LCN) "families" in territory represent hub of national organization. LCN continues to be the largest and most powerful organized crime group in New York area, controlling illegal gambling, loan-sharking and labor racketeering. 743 LCN members identified among the five families; office instructed to place additional emphasis on identifying non-LCN organized crime figures with view towards effecting prosecution for violations within Bureau's jurisdiction and to increase coverage in Staten Island RA territory. Effective use made of 43 court-approved Title III installations since last inspection. 84 quality top-echelon (TE) informants represent increase of one; 275 targets under development constitute decrease of 105 since last inspection (includes 31 cases closed by Inspector and 12 targets converted to criminal informants). Overall coverage has increased somewhat in scope and quality. Top-Echelon Informant Program rated excellent.

Criminal Informant (CI) Program rated very good. 413 CIs (up 14), 627 potential CIs (up 38) from last inspection. Overall numerical strength increased but quality and coverage in two RAs decreased from last inspection - improvement ordered. Accomplishments attributable to informants up in 4 of 8 categories thus far in FY.

Communist Party (CP) membership approximates last inspection; recruitment drive underway with emphasis on youthful candidates. Young Workers Liberation League, CP front group, active; additional informant penetration stressed. CP activities during 1972 elections prompted accent on more political effort and involvement. Security and Extremist Informant Programs rated very good. Extremist situation relatively calm but potential for violence present as indicated by substantial number of extremist organizations within territory. Office instructed to develop quality member informants in organizations where coverage minimal such as Black Panther Party - Newton faction, Black Liberation Army (BLA), Nation of Islam and National Knights of Ku Klux Klan. Informant

Memorandum to Mr. Felt
Re: Inspection - New York Office

utilization to detect pre-planned acts of violence and intensification of investigation of individuals having contacts with BLA members stressed. Special Agent undercover operation in extremist field reviewed, analyzed and continuance recommended. Sharp increase, since last inspection, of representatives of People's Republic of China Mission to the United Nations (PRCMUN). Need for quality informant coverage and penetration of PRCMUN to neutralize Chinese Communist intelligence efforts emphasized. Cuban population in New York substantial - coverage of the only Cuban diplomatic establishment in United States (Cuban Mission to the UN) adequate and maximum efforts underway to develop top quality informants and defector-in-place. High concentration of official Soviet and Satellite personnel in territory many of whom are known or suspected members of intelligence organizations. Sophisticated coverage effective but decrease in quality and quantity of informant coverage since last inspection detected and improvement ordered.

Aircraft Hijacking Plan current and well organized - constructive suggestions made to strengthen. NYO Contingency Plan for implementing FBI responsibility under Act for the Protection of Foreign Officials and Official Guests reviewed and suggestions made to further streamline. Bureau-approved field exercise underway to test plan and provide experience under simulated conditions. Administrative weakness detected regarding failure to submit forms and travel data related to extremists and other subversives (handled separately). Immediate corrective action ordered. Specific suggestions made to effect early apprehension of two Bureau fugitives; to assist in the identification of a possible Cuban intelligence agent; to locate a security subject; to aid in handling of a security informant; and to improve investigations in the security and organized crime fields.

Administrative Operations - Very Good (Last Inspection - Very Good). New York 57-desk office, including ADIC, 5 SACs, 3 ASACs - justified. Effective utilization and proper allocation of Agents among various Divisions emphasized. Nine established RAs cover approximately 10,500 square miles with estimated population of almost 5 million. Considering economy of operations, statistical accomplishments, population and area covered, all RAs justified. Special Agent Accountants assigned New York adequate and are afforded assignments to upgrade individual accounting qualifications. Chief Clerk's Office functional but both pending work and project work are above field averages although project work reduced 1354 days from the 2,580 days existing at time of last inspection. Office encouraged to bring file and indices destruction as well as consolidation programs up to date. Form errors and misfiled index cards slightly above field

Memorandum to Mr. Felt
Re: Inspection - New York Office

averages. Stenographic production increased since last inspection but continues below average. Completed decentralization of steno pool should further increase production. No stenographic delinquency reported. Bureau-approved odd-hour shifts justified. Confidential and Imprest Funds adequate for operations; no discrepancies detected.

Undesirable administrative trends detected and corrected involved failure to include correct number of statements on Security Informant Progress Justification Letters; improper handling of Stop Cards and improper administrative handling of criminal informant matters. Administrative weaknesses noted in the handling of evidence and bulky exhibits corrected (handled separately). Overtime productive, necessary and equitably shared.

Personnel Matters - Excellent (Last Inspection - Very Good). Total complement 4/13/73 - 1,531 (1,017 Agents, 514 clerks). At last inspection total Agent complement authorized at 1066; clerical complement set at 555. Since last inspection 11 new clerical positions authorized and 3 abolished for net increase of 8. Forty-nine clerical vacancies currently exist. ADIC requested Agent complement be authorized at 1066 and clerical complement set at 563. In-depth analysis by Inspector revealed NYO can operate effectively with 1019 Agents and 540 clerks (approved separately). Morale high. Four Agents on limited duty, two on probation - retention justified. No Agents overweight or unavailable.

Physical Fitness Program being implemented and encouraged. Supervisory personnel performing on-the-spot supervision to provide necessary training and leadership. Work-related injuries decreased sharply since last inspection (74 to 53). Office aware of need to reduce such injuries and safety encouraged. Health Unit well maintained and functioning in orderly manner for employee welfare. Commendations and Incentive Awards Programs utilized by supervisory staff when special recognition merited.

Since last inspection, 37 Agent applicants recruited - 8 appointments currently outstanding. 36 clerical applicants entered on duty at FBIHQ since last inspection (no clerical quota); also, 80 clerical applicants recruited to fill NYO needs. Office instructed to continue aggressive approach to clerical recruitment and suggestions made to improve recruiting efforts. Need for qualified applicants among all Americans emphasized.

Contacts - Excellent (Last Inspection - Excellent). 42 contacts (31 in Headquarters City and 11 in RA territories) furnishing valuable and diversified services. This

Memorandum to Mr. Felt
Re: Inspection - New York Office

represents decrease of 3, but 2 contacts developed by ADIC since last inspection. Speech Program including radio and television productive with good variety of professional groups being reached and widespread geographical coverage achieved. Liaison and National Academy Programs effective and police training productive. Relations with civic, business and Federal officials, including U. S. Attorneys and press (with known exceptions), cordial and effective. Persons contacted spoke highly of FBI and New York personnel.

RECOMMENDATIONS

1. Assistant Director John F. Malone, GS-18 at \$36,000, aged 62, at New York since 11/1/62. Makes outstanding personal appearance, handles contacts and public relations with proven diplomacy and outstanding ability. Completely qualified to continue in charge of New York Office and is available for promotion or transfer. Attached for approval is letter advising Malone of inspection findings.

2. John F. Morley, SAC, Administrative Division and Number One Man to ADIC since 9/7/72, GS-17 at \$36,000, aged 49, second office as SAC. Presents mature, businesslike personal appearance and is effective administrator. Available without restriction for promotion or transfer. During inspection his Division was involved in an administrative write-up regarding the handling and maintenance of evidentiary items and/or bulky exhibits - not culpable. No substantive errors detected. Continue as SAC.

3. Henry A. Schutz, Jr., SAC, Criminal Division, GS-16 at \$34,323, aged 49, first office as SAC, at New York since 2/20/73. Makes excellent personal appearance and is firm and effective leader. Fifteen substantive errors detected in his Division - Schutz not culpable. Schutz is available without restriction for promotion or transfer. Continue as SAC.

Memorandum to Mr. Felt
Re: Inspection - New York Office

4. Andrew J. Decker, Jr., SAC, Espionage Division, since 1/26/73; GS-16 at \$35,363, aged 49, first office as SAC. Presents excellent personal appearance and effectively leads his Division in enthusiastic manner. Available without restriction for transfer or promotion. Five substantive errors detected in his Division - Decker not culpable. Involved in administrative write-up for not completely following Bureau instructions regarding submission of forms concerning travel data re extremists and other subversives - deemed not culpable. Continue as SAC.

5. Arbor W. Gray, SAC, Security Division, GS-16 at \$35,363, aged 50, first office as SAC, at New York since 2/4/73. Makes excellent personal appearance and is an effective leader. Is qualified and completely available for advancement or transfer. Nine substantive errors and one administrative write-up detected in his Division - Gray not culpable. Continue as SAC.

6. Robert Russ Franck, SAC, Organized Crime Division, since 10/3/72, GS-17 at \$36,000, aged 48, second office as SAC. Makes a substantial personal appearance. Is dedicated, effective and efficient leader. Available without restriction for transfer. Two substantive errors detected in his Division - Franck not culpable. Continue as SAC.

7. Robert H. Matheson, Jr., ASAC, Administrative Division, GS-15 at \$27,795, first office as ASAC, aged 49, at New York since 11/27/72. Matheson is conscientious and experienced supervisory official interested in and available for advancement, including transfer. Not involved in any substantive errors. Continue as ASAC.

Memorandum to Mr. Felt
Re: Inspection - New York Office

8. Arthur F. Nehrbass, ASAC, Criminal Division, GS-15 at \$27,795, first office as ASAC, aged 42, at New York since 11/27/72. Is capable, dedicated administrator, completely available for transfer or promotion. Involved in three substantive error write-ups, culpable, do not warrant censure, will be considered in next annual performance rating. Continue as ASAC.

9. Robert Charles Denz, ASAC, Espionage Division, GS-15 at \$29,589, first office as ASAC, aged 49, at New York since 4/2/73. Denz makes excellent appearance, is extremely effective in his contacts and has outstanding leadership qualities. Not involved in any substantive errors. Completely available for transfer or advancement. Continue as ASAC.

10. Recommendations concerning other personnel handled separately.

June 6, 1973

PERSONAL

Mr. Arbor W. Gray
Federal Bureau of Investigation
New York, New York

Dear Mr. Gray:

I have your letter of May 31, 1973, submitting your application for retirement, and am indeed sorry to see you leave.

Let me take this opportunity to express my deep appreciation for your splendid performance and many praiseworthy contributions to the Bureau over the years. You have thus served your fellow citizens and the entire Nation, and I am grateful for your help.

Thank you for your pledge of continuing support. Mrs. Gray and you have my best wishes, and I hope that retirement will fulfill all of your expectations.

RJS/aeh (8)

Sincerely,

William D. Ruckelshaus

- 1 - Miss Tibbetts
- 1 - ADIC, New York (Personal Attention) (Enclosures 4) The attached Form 3-496 with 2 enclosures should be given to SA Gray. There is also attached a copy of Form 3-496 for your information.
- 1 - Data Processing Section (Sent Direct)
- 1 - Mr. Heim--SA Gray's cease active duty date is 6/22/73. EOD 11/6/50, SA. Place on Special Correspondents' List as his services are satisfactory. Forwarding address: 12704 Silverbirch Lane, Laurel, Maryland 20810.
- 1 - Miss Goode (Last physical on 7/27/72)

NOTE: SA Gray is qualified by age and service for retirement under liberalized provisions of the Civil Service Retirement Act. He is assigned as Special Agent in Charge, Security Division, New York Office, in GS-17, \$36,000 per annum.

Mr. Felt _____
Mr. Baker _____
Mr. Callahan _____
Mr. Cleveland _____
Mr. Conrad _____
Mr. Gebhardt _____
Mr. Jenkins _____
Mr. Marshall _____
Mr. Miller, E.S. _____
Mr. Soyars _____
Mr. Thompson _____
Mr. Walters _____
Tele. Room _____
Mr. Kinley _____
Mr. Armstrong _____
Mr. Bowers _____
Mr. Herington _____
Ms. Herwig _____
Mr. Mintz _____
Mrs. Neenan _____

MAIL ROOM

TELETYPE UNIT

SCL
Mailing List
ADD
Change Noted
6/13/73 sag

INVESTIGATOR m/c
Mailing List
ADD
Change Noted
1-12-76 DDD

**DESIGNATION OF BENEFICIARY
FEDERAL EMPLOYEES GROUP LIFE
INSURANCE PROGRAM**

IMPORTANT
Read instructions
on back of duplicate
before filling in this form

INFORMATION CONCERNING THE INSURED:

NAME (Last) (First) (Middle) DATE OF BIRTH (Month, day, year)
GRAY ARBOR WILLIAM 7/7/22

PLACE AN "X" IN THE APPROPRIATE BOX BELOW TO SHOW WHETHER YOU ARE:

☐ AN EMPLOYEE ☒ RETIRED OR AN APPLICANT FOR RETIREMENT ☐ RECEIVING FEDERAL EMPLOYEES' COMPENSATION BENEFITS OR AN APPLICANT FOR SUCH BENEFITS

IF YOU ARE RETIRED OR AN APPLICANT FOR RETIREMENT, GIVE YOUR "CSA," "COL," "A," or "X" NUMBER.

(CSA, COL, A, or X NUMBER)

DEPARTMENT OR AGENCY IN WHICH PRESENTLY EMPLOYED (If retired, former department or agency):

Department of Justice, Federal Bureau of Investigation, New York, NY 10021
(Department or agency) (Bureau) (Division) (Location—City, State, and ZIP Code)

I, the individual identified above, canceling any and all previous Designations of Beneficiary under the Federal Employees Group Life Insurance Program heretofore made by me, do now designate the beneficiary or beneficiaries named below to receive any amount of LIFE INSURANCE and ACCIDENTAL DEATH INSURANCE due and payable at my death. I understand that this Designation of Beneficiary will remain in full force and effect, with respect to any amount payable, unless or until canceled by me in writing, or until such time as it is automatically canceled (see regulation "f" on reverse side of duplicate copy).

INFORMATION CONCERNING THE BENEFICIARY OR BENEFICIARIES (SEE EXAMPLES OF DESIGNATIONS):

Type or print first name, middle initial, and last name of each beneficiary	Type or print address (including ZIP Code) of each beneficiary	Relationship	Share to be paid to each beneficiary
Mary Diamond Gray, if living	12704 Silverbirch Lane, Laurel, Maryland 20810	Wife	All
Otherwise to: My estate			All

For each type of insurance (regular and optional): (1) I hereby direct, unless otherwise indicated above, that if more than one beneficiary is named, the share of any beneficiary who may predecease me shall be distributed equally among the surviving beneficiaries, or entirely to the survivor. (2) I understand that this Designation of Beneficiary shall be void if none of the designated beneficiaries is living at the time of my death.

I hereby specifically reserve the right to cancel or change this Designation of Beneficiary at any time without knowledge or consent of the beneficiary.

6/7/73
(Date of execution—month, day, year)

Arbor W. Gray
(Signature of insured)

WITNESSES TO SIGNATURE (A witness is ineligible to receive payment as a beneficiary):

Mildred E. Wegmann 23-49 123 Street Cedar Park, N.Y. 11356
(Signature of witness) (Number and street) (City, State, and ZIP Code)
Colonel J. R. Patey 33-29 169th St. Flushing, N.Y. 11358
(Signature of witness) (Number and street) (City, State, and ZIP Code)

PRINT OR TYPE NAME AND ADDRESS (including ZIP Code) OF INSURED

Mr. Arbor W. Gray
12704 Silverbirch Lane
Laurel, Maryland 20810

THIS SPACE RESERVED FOR RECEIVING AGENCY

226144 SE 7 11 MAY

184
AID 11111-1111

(Indicate date and by whom received)



AMERICAN EXPRESS COMPANY

CARD DIVISION

POST OFFICE BOX 36, NEW YORK, N.Y. 10008

7/19/73

kh

0713 40461 2

To:

Federal Bureau of Investigation
Headquarters,
Washington, D.C.

Att. Personnel Dept.

FORM 20721 (REV. 12/71) 12-72

Arbor William Gray 0713 40461 22

Name

Address

Social Security Number 529-14-8448

In applying for an American Express Card, the above person has indicated present/past employment with you and has authorized American Express to obtain this information. Help us expedite the application by completing the reverse side of this card and returning it in the enclosed prepaid envelope.

Thank you,

P. Matti
P. Matti, Regional Director
New Accounts Department

REC-1371

8 JUL 26 1973

UTD 189
Term let
prep 7-24-73
met

3/
per

UNITED STATES GOVERNMENT

Memorandum

TO : Director, FBI

DATE: 6/22/73

Attention: Administrative Division

FROM: SAC, NEW YORK

1. Pers. Actions
2. Property
3. ~~Movement~~
4. Payroll

SUBJECT: SAC ARBOR W. GRAY

The following is submitted in connection with the separation of the above employee who
ceased duty 6/22/73

7 The following Bureau property obtained and is ☐ enclosed, ☒ transmitted under separate cover by ☒ registered mail
☐ railway express

- ☒ Bureau Badge with case # 4459
☒ Commission Card with case # 94
☒ Agent's Brief Case
☐ Zipper Brief Case
☐ Colt Official Police Revolver # _____
☒ S & W Military and Police Revolver # C927717
☒ Holster and adapter for above revolver
☒ FBI Handbook # 5931
☒ Inspectors' Manual # 690
☒ GTRs numbers A5,525,808 - A5,525,810
(retained in office for future use)
☒ FBIRA Card ☒ destroyed, ☐ not a member, ☐ unable to locate
☐ FBI Identification Card # _____, destroyed in office
☐ Handbook for FBI Employees, retained for future use
☐ U. S. Government Operator's Identification Card # _____
☐ Non-Agent Credential Card with case # _____

The following are attached for the Bureau:

- ☐ Performance Rating as of the cease-active-duty date if employee is departing on maternity leave or separating for military service and there has been a substantial change in performance since last rating.
- ☐ Electrocardiogram tracings

Forwarding address: 12704 Silverbirch Lane
Laurel, Maryland 20810

Agents Only: Is above forwarding address changed from that shown on exit interview form? ☐ Yes ☒ No

Remarks:

☐ Enc.

9 AUG 3 1973
141

July 24, 1973

American Express
P. O. Box 2741
New York, New York 10008

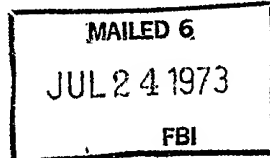
Gentlemen:

RE: **MR. ARBOR WILLIAM GRAY**

Receipt is acknowledged of your inquiry which was received in this Bureau July 23, 1973.

☐ Captioned employee entered on duty in the Federal Bureau of Investigation on _____ and is presently performing _____ duties, receiving salary of \$ _____ per annum. Positions in this Bureau are of a permanent nature contingent upon the satisfactory performance of assigned duties. Date of birth in our records is indicated as _____

☒ Captioned individual was employed in the Federal Bureau of Investigation performing **Supervisory/Special Agent** duties from **November 6, 1950, to June 29, 1973, when he retired,** at which time salary was \$ **36,000** per annum. Date of birth in our records is indicated as **July 7, 1922.**



mct
mct (3) 67-447989

Very truly yours,

Clarence M. Kelley

Clarence M. Kelley
Director

MAIL ROOM ☐ TELETYPE UNIT ☐

Requested By <i>Jack Dunn</i>		Date <i>3/25</i>
Phone # <i>215-3009</i>		Social Security Account No.
Name of Employee or Former Employee (include Maiden Name) <i>A. W. Gray</i>	Desired Information <input checked="" type="checkbox"/> 1. Verification of Employment <input type="checkbox"/> 2. Personnel Record Check	
Additional Information Including Reason for Inquiry		

Arbor W. Gray

EOD 11/6/50
→ Retired 6/29/72
Supervisory in Security Division
GS-17
\$36,000

Action Taken

67-1047-1000000
3 25 1977

A. Dingle

Employee Who Handled Inquiry

3/acc

(TEMP)

2 OCT 3 1973

Special Agent

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI
ATTENTION: PROPERTY MANAGEMENT *pm*

DATE: 8/15/73

JFM
FROM: SAC, NEW YORK (66-28)

SUBJECT: MANUALS
SAC ARBOR W. GRAY

Re: New York letter to Director, 7/26/73.

On 7/26/73, Manual of Instructions #5742 was returned to the Bureau. Attached find New York inventory card covering said transaction.

- 1 - Bureau (Att: 1)
1 - New York (66-28)

ENCLOSURE

JJD:md
(2)



5010-108

NOT RECORDED

4 SEP 5 1973

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

THREE

*Rec'd (Detached property section)
9-4-73*

GRAY ARBOR W

529-14-8448

MONTH	TOT OT	AVG OT	OFF	AVG	DAYS WORKED
JANUARY	49.00	2.20	2.14	D5	21
FEBRUARY	30.18	2.01	2.11	D5	15
MARCH	43.24	2.10	2.02	D5	20
APRIL	34.02	1.53	2.01	D5	18
MAY	43.16	2.10	2.02	D5	20
JUNE	38.19	1.55	2.00	D5	20
JULY	44.10	2.13	2.07	D5	20
AUGUST	50.56	2.13	2.02	D5	23
SEPTEMBER	27.47	2.08	2.01	D5	13
OCTOBER	42.37	2.30	2.03	D5	17
NOVEMBER	42.51	2.15	2.04	D5	19
DECEMBER	32.40	2.11	2.05	D5	15
TOTAL 1972	479.20	2.10			221

GRAY ARBOR W

529-14-8448

MONTH	TOT OT	AVG OT	OFF	AVG	DAYS WORKED
JANUARY	31.07	2.04	2.06	D5	15
*FEBRUARY	38.31	2.02	2.11	NY	19
*MARCH	72.10	3.17	2.11	NY	22
*APRIL	42.49	2.08	2.13	NY	20
*MAY	36.44	2.10	2.10	NY	17
*JUNE	27.30	1.43	2.08	NY	16
*NOT CERT.					
TOTAL 1973	248.51	2.17			109

File 3
Off

67-NOT RECORDED
10 AUG 1 1973

43

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI
ATTENTION: PROPERTY MANAGEMENT

FROM : SAC, NEW YORK (66-28)

DATE: 7/26/73

SUBJECT: MANUALS
SAC ARBOR W. GRAY

Under separate cover, the NYO is forwarding to the Bureau Manual of Rules and Regulations #1094 and Manual of Instructions #5742 which were issued to SAC ARBOR W. GRAY who has retired.

The Bureau is requested to delete this item from the Property Card of Mr. GRAY. The NYO records reflect this deletion.

*Let.
8-1-73
mm*

2 Bureau
(1 - package)
1 - New York (66-28)

JJD:md
(3)

FILE
8/1/73

THREE



5010-108

NOT RECORDED
4 SEP 7 1973

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

NOTICE OF CHANGE IN HEALTH BENEFITS ENROLLMENT

Part A.—IDENTIFYING DATA

1. NAME (LAST) (FIRST) (MIDDLE INITIAL) Gray, Arbor W.	2. DATE OF BIRTH 7-7-22	3. CARRIER CONTROL NO. 3215074
4. ADDRESS (INCLUDING ZIP CODE) 12704 Silverbirch Lane Laurel, Maryland 20810	5. PAYROLL OFFICE NO. 15-02-0001	6. ENROLLMENT CLERK NO. 442
7. DATE THIS ACTION BECOMES EFFECTIVE 6-29-73		

ONLY THE ITEM WHICH IS CHECKED BELOW AFFECTS YOUR ENROLLMENT. READ THAT ITEM CAREFULLY AND FOLLOW ANY PERTINENT INSTRUCTIONS. KEEP THIS FORM UNLESS YOUR ENROLLMENT IS TERMINATED AND YOU APPLY FOR CONVERSION.

Part B.—TERMINATION

☐ YOUR ENROLLMENT TERMINATES ON THE DATE IN PART A, ITEM 7, ABOVE.

Part C.—CHANGE IN PLAN

☐ YOUR ENROLLMENT SHOWN IN PART A, ITEM 6, ABOVE HAS BEEN TERMINATED BECAUSE OF YOUR ENROLLMENT IN ANOTHER PLAN.

Part D.—TRANSFER OUT

YOUR ENROLLMENT CONTINUES BUT IS TRANSFERRED TO YOUR NEW PAYROLL OFFICE (OR RETIREMENT SYSTEM):

☒ **Bureau of Retirement, Insurance,
and Occupational Health
Civil Service Commission
Washington, D. C. 20415**

Part E.—TRANSFER IN

YOUR NEW PAYROLL OFFICE (OR RETIREMENT SYSTEM) SHOWN IN PART K BELOW HAS ACCEPTED TRANSFER OF YOUR ENROLLMENT AND WILL CONTINUE IT. ☐

Part F.—SUSPENSION

☐ YOUR ENROLLMENT HAS BEEN SUSPENDED, EFFECTIVE ON THE DATE IN PART A, ITEM 7, ABOVE.

Part G.—REINSTATEMENT

YOUR ENROLLMENT HAS BEEN REINSTATED, EFFECTIVE ON THE DATE IN PART A, ITEM 7, ABOVE. ☐

Part H.—CHANGE IN NAME OF ENROLLEE

THE NAME IN WHICH THIS ENROLLMENT IS CARRIED HAS BEEN CHANGED TO:

NAME	DATE OF BIRTH	SEX <input type="checkbox"/> MALE <input type="checkbox"/> FEMALE
ADDRESS (INCLUDING ZIP CODE) IF DIFFERENT FROM PART A, ITEM 4, ABOVE		

Part I.—CHANGE IN ENROLLMENT — SURVIVOR ANNUITANT

YOUR ENROLLMENT HAS BEEN CHANGED FROM FAMILY COVERAGE TO SELF ONLY. YOUR PLAN WILL SEND YOU A NEW IDENTIFICATION CARD. ☐

YOUR NEW ENROLLMENT
CODE NUMBER

(NOTE: THIS ITEM TO BE COMPLETED BY RETIREMENT SYSTEMS ONLY)

Part J.—REMARKS

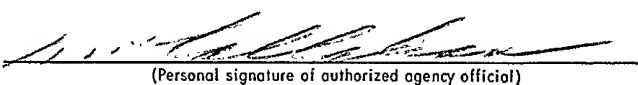
Employee annuitant

Part K.—DATE OF NOTICE

Thomas J. Feeney
FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE
WASHINGTON, D. C. 20535
NAME OF AGENCY

7-9-73
DATE

ADDRESS (INCLUDING ZIP CODE)

STANDARD FORM 56 FEBRUARY 1968 U.S. CIVIL SERVICE COMMISSION FPM SUPPLEMENT 870-1 56-108		AGENCY CERTIFICATION OF INSURANCE STATUS Federal Employees Group Life Insurance Program	
1. NAME (Last) (First) (Middle) GRAY, ARBOR W.		2(a). DATE OF BIRTH (Month, Day, Year) 7-7-22	2(b). SOCIAL SECURITY NUMBER 529 14 8448
3. CHECK THE REASON FOR TERMINATING INSURANCE			
<div style="display: flex; justify-content: space-between;"> <div style="width: 25%;"> (a.) <input type="checkbox"/> SEPARATED </div> <div style="width: 25%;"> (c.) <input type="checkbox"/> DIED </div> <div style="width: 25%;"> (d.) <input type="checkbox"/> 12 MONTHS NON-PAY STATUS </div> <div style="width: 25%;"> (e.) <input type="checkbox"/> OTHER (Specify) </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 25%;"> (b.) <input checked="" type="checkbox"/> RETIRED </div> <div style="width: 25%; border: 1px solid black; padding: 5px;"> HAD EMPLOYEE AT TIME OF DEATH APPLIED FOR CIVIL SERVICE ANNUITY? <input type="checkbox"/> YES <input type="checkbox"/> NO </div> </div>			
4. CHECK APPROPRIATE BOX CONCERNING SF 54, DESIGNATION OF BENEFICIARY			
<div style="display: flex; justify-content: space-between;"> <div style="width: 30%;"> (a.) <input checked="" type="checkbox"/> CURRENT SF 54 ATTACHED </div> <div style="width: 30%;"> (b.) <input type="checkbox"/> A CURRENT SF 54 IS NOT ON FILE WITH THIS AGENCY </div> <div style="width: 30%;"> (c.) <input type="checkbox"/> A CURRENT SF 54 IS ON FILE IN THE EMPLOYEE'S OFFICIAL PERSONNEL FOLDER (OR EQUIVALENT) </div> </div>			
NOTE: IF EMPLOYEE (A) DIED OR (B) IS RETIRING OR RECEIVING FEDERAL EMPLOYEES' COMPENSATION UNDER CONDITIONS ENTITLING HIM TO RETAIN HIS LIFE INSURANCE, ATTACH CURRENT SF 54, IF ANY, TO ORIGINAL SF 56 AND CHECK BOX 4 (a) ON ORIGINAL AND ALL COPIES OF SF 56; IF NO CURRENT SF 54 IS ON FILE, CHECK BOX 4 (b). IN ALL OTHER CASES, SHOW WHETHER OR NOT CURRENT SF 54 IS ON FILE BY CHECKING BOX 4 (b) OR (c). A CURRENT SF 54 IS ONE THAT HAS NOT BEEN CANCELED BY EMPLOYEE OR AUTOMATICALLY BY TRANSFER OR PRIOR TERMINATION OF INSURANCE.			
5. DATE OF EVENT CHECKED IN ITEM 3 (MONTH, DAY, YEAR) 6-29-73	6. ANNUAL BASIC PAY RATE (NOT AMOUNT OF INSURANCE) ON DATE IN ITEM 5. CONVERT DAILY, HOURLY, PIECEWORK, ETC. RATE TO ANNUAL RATE. \$36,000 PER ANNUM	7. DID EMPLOYEE HAVE OPTIONAL INSURANCE ON DATE IN ITEM 5? NO <input checked="" type="checkbox"/> YES <input type="checkbox"/> IF YES, GIVE RECEIPT DATE OF ELECTION OF OPTIONAL INSURANCE (SF 176 or 176-T):	8. DATE OF NOTICE OF CONVERSION PRIVILEGE (SF 55) TO EMPLOYEE (MONTH, DAY, YEAR)
9. I CERTIFY THAT THE ABOVE INFORMATION HAS BEEN OBTAINED FROM, AND CORRECTLY REFLECTS, OFFICIAL RECORDS AND THAT THE EMPLOYEE NAMED WAS COVERED BY FEDERAL EMPLOYEES GROUP LIFE INSURANCE ON THE DATE SHOWN IN ITEM 5.			
<div style="text-align: center;">  (Personal signature of authorized agency official) N. P. Callahan (Typed name of authorized agency official) Federal Bureau of Investigation (Name of agency) </div>		<div style="text-align: center;"> 7-6-73 (Date) Assistant Director (Title) Washington, D. C. 20535 (Mailing address, including ZIP Code of agency) </div>	

SEE OTHER SIDE
FOR
INSTRUCTIONS TO EMPLOYING AGENCY

Orig. SF-2810 & copy of SF-56 sent to emp. at 12704 Silverbrook Lane, Laurel, MD 20810. Copies of SF-2810, orig. SF-2809, SF-56, & SF-54 sent to Doctor Processing 7-9-73, emk

3/emb

INSTRUCTIONS TO EMPLOYING AGENCY

COMPLETION OF CERTIFICATION

1. This Certification must be completed in triplicate whenever an employee's insurance terminates for:
 - a. Death.
 - b. Retirement on an immediate annuity with 12 or more years' creditable service, of which at least 5 years are civilian service, or on account of disability. (An immediate annuity is one which begins to accrue not later than 1 month after the date the insurance would normally cease.) In a disability retirement case, do not complete SF 56 until a finding of disability has been officially made and the employee's separation is in order.
 - c. Completion of 12 months in a non-pay status or separation, and the employee is receiving benefits under the Federal Employees' Compensation law, and held unable to return to duty.
 - d. Any other reason, if the employee desires to convert his life insurance, except under the following circumstances:
 - (1) Employee waived or declined on SF 176 (or SF 176-T);
 - (2) If it is known that, within 3 calendar days after the date the insurance terminated, the employee will return to Government service in the same or another position in which he will be eligible to reacquire Federal Employees Group Life Insurance;
 - (3) More than 75 days have elapsed from the date insurance terminated unless specific request is made therefor by the Civil Service Commission or the Office of Federal Employees' Group Life Insurance.
2. If insurance terminated on account of death, indicate in item 3(a) whether the employee had filed an Application for Retirement (SF 2801) with the Civil Service Commission.
3. In item 8, give date of Notice of Conversion Privilege (SF 55), except that if this form (SF 56) is issued in lieu of SF 55, give current date. In case of death, leave this item blank.
4. It is important whenever a duplicate SF 56 is issued to replace one which has been lost, that it be clearly marked "DUPLICATE".

DISPOSITION OF CERTIFICATION

1. Death of employee—
 - a. Send duplicate of SF 56 immediately to the Office of Federal Employees' Group Life Insurance.
 - b. Keep the original (preferably in the Official Personnel Folder or its equivalent) for attachment to a claim for death benefits (Form FE-6) when received.
 - c. If no claim is received, send original SF 56, upon request, to the Office of Federal Employees' Group Life Insurance.
 - d. If the deceased employee has a current Designation of Beneficiary (SF 54) on file, the SF 54 must be attached to the original SF 56 when it is sent to the Office of Federal Employees' Group Life Insurance.
2. Retirement of employee—
 - a. If the employee is applying for an immediate annuity with 12 or more years' creditable service (of which at least 5 years are civilian service) or for disability, attach the original SF 56 and current Designation of Beneficiary (SF 54), if any, to the Application for Retirement and give duplicate of SF 56 to the employee, [NOTE: In a disability retirement case where the retirement application has already been sent to the Civil Service Commission, attach the original SF 56 (and SF 54, if any) to the "FINAL" Individual Retirement Record (SF 2806).]
 - b. If the employee wants to continue only his regular insurance, have him complete a SF 176 declining his optional insurance. If he wants to convert only his optional insurance, prepare a statement (see below), in duplicate, for him to sign, attach both copies of the statement to the original SF 56, and submit with application for retirement as instructed in 2a above.
Illustrative Statement
"I want to continue my regular insurance after retirement but would like additional information on converting my optional insurance."

(Employee's signature)

(Address—print or type)

(Date)

- c. If the employee prefers to convert both his regular and optional insurance to an individual policy, give him the original and duplicate copy of the SF 56. Retain SF 54, if any.
3. If employee is receiving compensation benefits—
 - a. Before completing item 7 contact the local Bureau of Employees' Compensation Office, if necessary, to confirm whether the employee still has optional insurance.
 - b. Have the employee complete appropriate box on reverse side of the original SF 56. Send original SF 56 and current Designation of Beneficiary (SF 54), if any, to the U. S. CIVIL SERVICE COMMISSION, BUREAU OF RETIREMENT AND INSURANCE, WASHINGTON, D. C., 20415, and give duplicate copy of SF 56 to the employee.
 - c. If the employee prefers to convert his group insurance to an individual policy, give him the original and duplicate copy of the SF 56. Retain SF 54, if any.
4. All other cases—
Upon request, give the employee the original and duplicate copy of the SF 56 or mail them to him.
5. In all cases—
Retain file copy of the SF 56 in the employee's Official Personnel Folder or its equivalent.

PROMPT CERTIFICATION REQUIRED

The time in which an employee may convert his group life insurance to an individual policy is limited. This SF 56 must be completed and delivered or mailed to him promptly.

NOTIFICATION OF PERSONNEL ACTION

(FOR AGENCY USE)

1. NAME (CAPS) LAST-FIRST-MIDDLE GRAY, ARBOR W.		MR.—MISS—MRS. (MR.)	2. (FOR AGENCY USE) 1	3. BIRTH DATE (Mo., Day, Year) 7-7-22	4. SOCIAL SECURITY NO. 529-14-8448
5. VETERAN PREFERENCE 2 1—NO 2—5 PT. 3—10 PT. DISAB. 4—10 PT. COMP. 5—10 PT. OTHER			6. TENURE GROUP	7. SERVICE COMP. DATE [REDACTED]	
9. FEGLI 1 1—COVERED (Regular only—declined Optional) 2—INELIGIBLE 3—WAIVED 4—COVERED (Reg. & Opt.)			10. RETIREMENT 1 1—CS 2—FICA 3—FS 4—NONE 5—OTHER		11. (FOR CSC USE)
12. CODE NATURE OF ACTION RETIREMENT			13. EFFECTIVE DATE (Mo., Day, Year) cb 6-29-73		14. CIVIL SERVICE OR OTHER LEGAL AUTHORITY
15. FROM: POSITION TITLE AND NUMBER Supervisory Special Agent (Special Agent in Charge of the Security Division of the New York Office) 120			16. PAY PLAN AND OCCUPATION CODE GS		17. (a) GRADE OR LEVEL 17 (b) STEP OR RATE 3 18. SALARY \$36,000 pa
19. NAME AND LOCATION OF EMPLOYING OFFICE					

20. TO: POSITION TITLE AND NUMBER		21. PAY PLAN AND OCCUPATION CODE	22. (a) GRADE OR LEVEL (b) STEP OR RATE	23. SALARY
24. NAME AND LOCATION OF EMPLOYING OFFICE				

25. DUTY STATION (City—county—State)		26. LOCATION CODE	
27. APPROPRIATION S. & E., FBI		28. POSITION OCCUPIED 1—COMPETITIVE SERVICE 2 2—EXCEPTED SERVICE	29. APPORTIONED POSITION FROM: TO: STATE 1—PROVED-1 2—WAIVED-2

30. REMARKS: ☐ A. SUBJECT TO COMPLETION OF 1 YEAR PROBATIONARY (OR TRIAL) PERIOD COMMENCING
☐ B. SERVICE COUNTING TOWARD CAREER (OR PERMANENT) TENURE FROM:
☐ C. DURING PROBATION

SEPARATIONS: SHOW REASONS BELOW, AS REQUIRED. CHECK IF APPLICABLE:

At his request, he voluntarily retired in view of Section 8336(c) 5 USC of the Civil Service Retirement Act. (At least age 50, and 20 years or more investigative experience). Annuity payments to commence 6-29-73.

Employee stated he was retiring due to personal and family considerations. Forwarding Address: 12704 Silverbirch Lane, Laurel, Maryland 20810

Lump-sum payment to cover 248 hours commencing bob 7-2-73 and ending cb 8-13-73. 1 holiday included.

R O LSP 248 1 holiday inc.

31. DATE OF APPOINTMENT AFFIDAVIT (Accessions only)		34. SIGNATURE (Or other authentication) AND TITLE [Signature] Acting Director	
32. OFFICE MAINTAINING PERSONNEL FOLDER (If different from employing office) 107-1101		35. DATE 7-6-73	
33. CODE EMPLOYING DEPARTMENT OR AGENCY DJ 02 FEDERAL BUREAU OF INVESTIGATION WASHINGTON-D-C-20535			

DESIGN

31

UNITED STATES CIVIL SERVICE COMMISSION
BUREAU OF RETIREMENT, INSURANCE, AND OCCUPATIONAL HEALTH
WASHINGTON, D. C. 20415

June 27, 1973

U. S. Department of Justice
Federal Bureau of Investigation
Washington, D.C. 20535

RCE:KHG:mav
CSA I 520 080

Attn: Personnel Section
Room 4515

REQUEST FOR INDIVIDUAL RETIREMENT RECORD (STANDARD FORM 2806)			
NAME (Last) (First) (Middle)		DATE OF BIRTH	SOCIAL SECURITY ACCOUNT NO.
Gray, Arbor W.		7-07-22	529-14-8448
OTHER NAMES UNDER WHICH EMPLOYED		POSITION	
		Special Agent in Charge	
SERVICE CLAIMED IN CONNECTION WITH AN APPLICATION FOR			
<input checked="" type="checkbox"/> ANNUITY <input type="checkbox"/> DEATH BENEFITS <input type="checkbox"/> REFUND <input type="checkbox"/> DEPOSIT OR REDEPOSIT			
PERIODS OF SERVICE FOR WHICH A 2806 IS REQUESTED			
BEGINNING DATE	ENDING DATE	DEPARTMENT OR AGENCY	LOCATION
	6-29-73		

REMARKS:

The Commission has approved the application for retirement of Mr. Gray under 5 USC 8336(c).

*Rec'd. 6-29-73,
Sup. 6-29-73,
C&C 6-22-73, CHAL
with 6-29-73, 1/2 comm
annuity 6-130-73*

Please attach this form to the 2806 forwarded. If Form 2806 is not submitted, please check one of the boxes on the reverse side of this form and furnish information as required.

150

12/11

Jack Goldberg
Chief, Claims Division

Original Sent to CSC

AUG 14 1973

*1517-5111
\$36,000.00*

United States Civil Service Commission
Bureau of Retirement, Insurance, and Occupational Health
Claims Division
Washington, D. C. 20415

The requested information is furnished below as indicated by checked box:

- ☐ Form 2806 covering service claimed forwarded to the Civil Service Commission.

DATE FORM 2806 FORWARDED	REGISTER OF SEPARATIONS NO.
NAME AND DATE OF BIRTH SHOWN ON FORM 2806	

- ☐ No record of employment in this department or agency.
☐ Form 2806 cannot be forwarded. Employee on furlough until

(DATE)

- ☐ Employee not subject to the Civil Service Retirement System:

FROM	TO
REASON FOR SEPARATION	

Remarks

87611111 57 NOV

IA (AUTHORIZED CERTIFYING OFFICER)

(DATE)

(TITLE)